

**NALGO  
INSURANCES  
mean  
SECURITY**

# PUBLIC SERVICE

**SAVING, PROFIT,  
AND TAX RELIEF**  
... with a  
**LOGOMIA**  
**LIFE ASSURANCE**  
See page 18

JULY/AUGUST 1961

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d.

## What Conference decided

Here are the main decisions of Conference. Reports are on the pages numbered in brackets.

### It adopted:

- A "new deal" salaries policy for all members (8-9).
- Provisions to empower NALGO to call a strike of members and to grant strike pay (2-4).
- Subscription increases of 6d. to 2s. a month on salaries over £500 a year (13).
- Plans to pay £50,000 a year into a fund for the purchase of new Headquarters (13).
- Stricter rules on the convening of Special Conferences (21).
- New titles for service conditions sub-committees (20).
- An intensive programme of trade union education (19).

### It called for:

- An immediate drive to recruit all grades of nurses (7).
- Application of negotiated salary awards to members of trade unions only (6).
- A continuing programme of new towns, with assured employment for their staffs (12).
- Legislation to increase pensions (11).

### It told the N.E.C. to:

- Report next year on "the financial and other implications" of its plan to establish a NALGO Home for Old People (16).
- Seek abolition of the bar in the general division and equivalent scales in all services, whilst maintaining educational standards (10).
- Press for early action on the Younghusband Report on welfare services (11).
- Report on the practicability of absorbing "Miscellaneous" officers into the local government "Charter" (11).
- Press for a national agreement on the five-day week (10).
- Seek a comprehensive national training scheme for local government, similar to those in electricity and gas (10).
- Discuss with the government means of speeding the amalgamation of water undertakings (12).
- Intensify its efforts to get negotiating machinery for company passenger transport staffs (23).
- Report on the growing practice of employing private concerns on public service work (17).
- Report on the possibility of arranging exchanges between public service officers in Britain and other countries (19).
- Consider extending the links between NALGO and similar organisations abroad (19).
- Obtain "frozen pension" rights for all officers leaving the services before pensionable age (11).
- Investigate the possibility of obtaining non-contributory pensions for all members (11).

### It refused to:

- Seek an independent inquiry into the administration of local government (10).
- Continue to pay £50,000 a year into NALGO's "Special Reserve Fund" (4).
- Agree that ballots should be decided by a majority of those voting, instead of, as now, by a majority of all members (20).
- End NALGO's adherence to the Bridlington Declaration (4).
- Enable a member seeking NALGO's support to appeal direct to the N.E.C., by-passing his branch (20).

### It referred to the N.E.C.:

- A call for a basic career grade similar to those in banks, the civil service, and insurance companies (9).
- A demand that qualified shorthand-typists should have the same maximum as general clerks (9).
- A plea for better widows' pensions (11).

# WHY STRIKE POWER IS NEEDED

*Bus increases twice as  
good when negotiated*

NALGO's leaders in the fight to win negotiating machinery for transport staffs have a new and powerful weapon. By one of the biggest majorities ever, this year's Conference carried the National Executive Council's motion empowering the Association to call strikes and to make grants to any members taking part in them.

This revolutionary change in NALGO policy sprang from the refusal of some transport employers to recognise fully NALGO and the other unions to which their staff belong, and to negotiate their pay and conditions by collective bargaining.

While the N.E.C. transport committee is preparing its next move, three negotiated increases announced since Conference, have underlined the value of collective bargaining for transport staffs—and one unilateral decision has shown what happens without it, and how greatly it is needed.

• **The Tillings group**—with which the unions have established a national negotiating committee—has agreed increases of between 6s. and 22s. 6d. a week from the first full pay week after June 1.

• **Trent Motor Traction Company** with which NALGO negotiates direct—has agreed increases ranging from 7s. 6d. to 25s. a week from June 18.

• **Lancashire United Transport** with which NALGO also negotiates direct—has agreed increases of 4s. 6d. to 25s. a week from June 12.

But Ribble Motor Services, with

which, on this occasion, there was no negotiation with the unions, has granted increases up to a maximum of only 12s. 6d. a week.

Details of the rises are on page 25. The report of the strike debate starts on page 2.

## New victory for Manx members

ONCE AGAIN, NALGO has upheld the right of local government officers in the Isle of Man to enjoy the same pay and conditions as their colleagues in England and Wales.

Ten years ago, after much discussion, the Association persuaded Douglas Corporation to apply the local government Charter, despite the fact that the corporation was not represented on the National Joint Council and, therefore, not directly subject to its recommendations.

In 1952, when NALGO claimed a negotiated increase, the corporation repudiated the



## TV news

Within a few minutes of the strike debate finishing, BBC television was interviewing N.E.C. chairman Albert Nortrop, President Tom Belton, and general secretary W. C. Anderson, about it. The interview was shown on BBC TV news the same evening.

## Drainage Bill improved

The Government has agreed to reconsider its failure to include compensation provisions in the Land Drainage Bill now going through Parliament.

The Bill is intended to give effect to proposals in a White Paper which appeared in 1959. Amongst other things, it provides for setting up internal drainage boards out of river boards; but it contained no provision for compensating officers who might be made redundant in the process.

The Bill was debated in the Lords on June 27, and Lord Burden moved a clause to make good this omission.

One point made by government spokesmen in reply was that, if the desired amendment were made, similar compensation terms might have to be incorporated in all land drainage legislation.

### Attlee's attack

Earl Attlee spotlighted the weakness of this attitude:

"The argument would seem to be that it would be dangerous to redress a possible injustice here because you would have to redress other injustices," he said.

Lord Burden put down an appropriate amendment at the report stage, which was taken on July 6.

Earl Waldegrave, for the government, said that, whilst he thought NALGO's apprehensions were unfounded he would place himself in the hands of the House. The amendment was then agreed to.

## Ministry will help new town staffs

Keep redundancy to a minimum—that is the theme of a circular letter sent out by the Ministry of Housing and Local Government to the chairmen of development corporations.

Advance news of the circular was given to Conference by A. E. Nortrop N.E.C., during the debate on new towns which is reported on page 12.

The circular was issued on June 27, after talks between Ministry officials and representatives from both sides of the New Towns Whitley Council. It tells the corporations how best to avoid redundancy. Where this cannot be done, however, it provides for resettlement grants and compensation.

The compensation provisions do not go as far as NALGO would have liked; but, considering that negotiations started from nothing, they must be accepted as something of an achievement. Full details of the circular and the provisions are given on page 25.

**Latest news of  
all services  
is on page 25**

## A present to Russia



"Presented to the State Institutions Workers Union by NALGO—July 1961." President Ray Evans and deputy general secretary Geoffrey Drain examine the silver salver the NALGO party took to Russia on July 23 (see page 19). Photographs of former presidents look on from the walls of NALGO's council chamber.



Television quiz programme, "Ordinary People." The other was Sonia Reed, as reported in the April Public Service.





ALBERT NORTROP  
"Let us be big in action"

# STRIKE CLAUSE AGREED BY MAJORITY OF 30 TO 1

## N.E.C. pledge: no action unless members agree

NALGO now has the power to call a strike of its members and to give strike pay to those called out. That was agreed on a near-unanimous vote after a two-and-a-quarter hour debate—one of the best, as well as the most dramatic, the Association has ever had.

The debate arose on an N.E.C. motion to amend the Association's rules to empower it to add "withdrawal of labour" to the traditional methods—collective bargaining or agreement—by which it seeks to improve the conditions and protect the interests of members, and to make grants to any members who take part in an official strike.

Why did the Council seek this power, 56 years after NALGO was founded, 41 years after it became a trade union? Albert Nortrop, its chairman, explained.

In 1946, he recalled, NALGO extended its scope to cover public utility services as well as local government, and began to recruit their employees.

Among those recruited, were the officers of provincial bus companies.

### Unions' call rejected

As soon as they had become members, NALGO asked the bus companies to recognise it and to establish national negotiating machinery for them. In this request for negotiating machinery, it had the co-operation of the Transport and General Workers' Union and the National Union of Railwaymen.

"Twelve years of effort have failed," said Mr. Nortrop. "Every endeavour to secure this elementary feature of proper industrial relations has been rejected."

Shortly before Conference, a transport branch, the district transport service conditions committee, the district committee, the national transport service conditions committee, and the national service conditions committee covering all services, had asked the N.E.C. to find out if the members concerned were willing to strike to enforce their demands and, if they were, to consult the other unions with a view to a united strike.

### "No power to act"

"It had to be ruled," Mr. Nortrop continued, "that, whilst the inquiries could be made, the Council had no power to act."

"That is the main reason why we say that the time has come for NALGO to remedy this weakness."

"We still adhere to the principles of collective bargaining. We have not weakened in our faith in that method. But when we are deprived

of the machinery, we must fall unless our constitution gives us the weapon for final action."

"Look at the facts. These officers of transport companies have been members of NALGO for 12 to 14 years. All our efforts to persuade the companies to join in collective bargaining, which the rest of us enjoy, have failed."

"If you accept the motion, you are telling these members who have been patient for so long that you support them. If you reject it, you are telling them that they should not be in NALGO."

### "No wholesale strikes"

Whilst the transport problem was the origin of the motion, Mr. Nortrop went on, its adoption would empower the Association to withdraw labour in any service, and to give financial aid to those called out.

"But," he assured the delegates, "we are not envisaging for a moment a commitment to wholesale strikes."

"The Council is convinced that the need for withdrawal of labour on a large-scale basis will never arise. It is because of that conviction that we have not linked with this motion the plan for a levy and the other embellishments that were joined to the similar motions in 1956 and 1957."

### Consultation pledge

"If this motion is adopted, the Council will not act irresponsibly. Complete and full consultation with the membership will be an inherent feature of any action likely to result in withdrawal of labour."

"No one can say in advance what issues might come along. Each would have to be dealt with on its merits. But if ever the possibility came of a wholesale withdrawal of labour, even in one section, you can be assured that the whole membership would be consulted. That would be essential, because of the legal aspects."

"NALGO," Mr. Nortrop concluded, "takes great pride in pronouncing that it is the largest trade union of its kind in Britain."

"But strength lies in action, not in words and numbers. Let us be big in action."

"In 1951, you decided to build a Fighting Fund. You built an arsenal and are putting ammunition into it. You can say when the ammunition can be pulled out. But your Constitution does not allow you to use it for fighting. Remedy that defect by approving this motion and the alteration of rules" (cheers).

### S. WALES UNANIMOUS Wider implications

D. Lucey, chairman of the South Wales and Monmouthshire district committee, told Conference that the members of his district were unanimous behind the motion. It had implications going beyond the problems of the bus companies.

"In local government, there is now no automatic method of settling difficulties by arbitration. A local authority can hamstring

NALGO by not implementing the decisions of provincial councils."

"To disagree with this motion is to argue that, irrespective of the gravity of the cause or of the few members involved, you are not prepared to support them."

### "Show the country"

"We are all responsible trade unionists. There comes a time, however, when we must think carefully if we wish to retain the title of trade unionists. We are in the public eye. If you support this motion, you will show the people of this country that NALGO is prepared to look after its members" (cheers).

L. Parker, Dewsbury, asked whether the employees of bus companies had any right to be in NALGO. Was it not the fact that only people paid wholly or partly out of public funds were entitled to membership?

W. C. Anderson, the general secretary, replied that the rules now extended eligibility for membership to officers employed by "any person authorised . . . to . . . carry out any dock, harbour, tramway, road passenger transport, gas, electricity, water or other public undertaking." Employees of bus companies were, therefore, eligible.

### TEST OF MATURITY "Claim fundamental right"

G. E. Sleath, Salford, suggested that the Conferences of 1956 and 1957 had refused to



D. LUCEY  
"We are trade unionists"

adopt a strike clause because members mistrusted themselves. "It is legitimate for anybody to withhold his labour to spotlight a grievance. If we do it collectively, we call it a strike. It is only the misuse of this manoeuvre which has caused 'strike' to become a dirty word."

"We are honest, responsible, reasonable people. Are we likely to become less reasonable, less responsible, because we accept a fundamental right?"

It was true, Mr. Sleath continued, that some members might leave NALGO if it adopted the motion: four of his own professional and influential members had told him that they would consider resigning if the motion went through.

"We must take that into account," he said. "Nevertheless, I believe that this union will never be adult until it claims this fundamental right."

"But I am equally convinced that

if ever we allowed ourselves to be forced into a position where we were called upon to have a major strike, we should lose that adult status—and much more besides."

"We are not likely to do that. I have sufficient trust in the N.E.C. to know that it will take every possible step before it calls even a minor strike, and that if ever a strike is called, it will be kept within the narrowest possible fields."

"It is one thing to say 'we shall not strike unless you push us beyond the limits of endurance'. But it is quite another to say 'no matter what you do to us, we cannot strike.'"

### "BOUND IN HONOUR"

#### Duty to transport men

F. J. Williams, South Wales and Monmouthshire, urged that NALGO was bound in honour to help its transport members, who had stuck to it for 12 years without any visible means either of getting their employers to recognise the Association as their trade union or of securing the right to negotiate.

"The issue is clear," he declared. "Either you tell these men that we now have a weapon in our armoury which should win the recognition and negotiating machinery they need, or you tell them you can do nothing more for them and that they should join another union."

### Other services, too?

The right to strike would be useful to other services. The recommendations of the Local Government Boundary Commission were causing hundreds of local government officers to worry about their future. Would not possession of the strike weapon be useful to the negotiators when they had to protect these members?

The proposed new rule offered every safeguard the most timid could require. The N.E.C. alone could decide whether and when strike pay could be given. There was no risk of unauthorised strikes.

### TWO ESSENTIALS

#### "Money—and power"

W. S. Truefitt, North Eastern division electricity, opposed the motion because it did not go far enough.

"I come," he said, "from Newcastle-upon-Tyne—an area where we know something about strikes. We are pretty good at it, we've got some of the smartest strikers in the business—which probably accounts for the fact that we've got the highest unemployment rate in the country and the lowest wages."

"We believe that you must have two essentials before you embark on a strike—the money to sustain it and the power to enforce it. NALGO has neither."

"The N.E.C. is putting the cart before the horse. Branch officers must have the power to say to members: 'We are coming out on Friday night, and if you are in work on Monday, we'll refuse to work with you from now on.'"

"Without that power, if we started a strike, we should lead all our general clerical people to the picket lines while the rest, drawing adequate salaries, went in and did the work while we were away."

### "Un-British"

L. Parker, Dewsbury, also opposed, arguing that it would be "un-British" for NALGO even to contemplate adopting a strike clause.

"I know something about NALGO after ten years' membership," he went on. "Ninety-nine per cent of you, delegates and N.E.C., have no more intention of coming out on strike than I have of joining the N.E.C. (cries of 'No!')."

"Can you really envisage a situation where members of the N.E.C. will picket outside the town hall or the private bus operators' offices? I cannot. They are a very decent set of people (laughter)."

"Do not be misled by this motion. It is simply a face-saving device by the N.E.C. on behalf of a small section of transport members, with whom I have every sympathy—but who aren't going to get what they want by striking."

If transport members did strike, their employers—all private operators—would simply dismiss them.

Not long ago, the N.E.C. was exhorting members to rely on the force of argument. It had turned a somersault in 12 months.

"For heaven's sake," Mr. Parker concluded, amid increasing interruption, "don't add to our national cant, hypocrisy, and humbug by writing something into our constitution that you know damn well you will never use!"

### NO FACE-SAVER

#### "Demonstration of unity"

Miss Marjorie Townson, vice-chairman of the N.E.C., strongly repudiated Mr. Parker's suggestion that the motion was a face-saving device. It was no such thing.

"If you adopt this motion," Miss Townson continued, "you will show the world the unity of purpose and the solidarity of this Association. If you turn it down—and you, Conference delegates, are the people who will do it, not the N.E.C.—you will be condemned by the whole trade union world."

"NALGO was built by men and women who had a sincerity and unity of purpose. That is why we are the great Association we are today. You can add to that by writing in our constitution something that will enable us to help any minority of our members who fall on evil times."

"Does it matter whether it is company transport, new towns, local government, or any other group of members? It is unity we want."

"The National Executive Council is well aware of the grave responsibilities the motion would put on it. It would not lightly be led into a strike nor lead anybody else into a strike. It would take all the safeguards possible and would be very sure the strike was going to be successful and in the interests of members."

"If you decide the way we want you to decide, we will act in good faith, with trust. We will not let you down" (cheers).

### "TIMES CHANGING"

#### Past gains in jeopardy

W. J. Harris, Glamorgan, recalling Mr. Parker's claim to know something of NALGO after ten years' membership said, amid cheers:

"I am now in my 48th year of it. For 47 of these years, I believed in the force of argument. During that time, I had experience in my branch, in my district, and on the N.E.C."

"But I have changed my opinion. Times are changing, and we have reached the stage where, unless NALGO can add to its armoury, much that has been won in the past will be whittled away."

In local government, Mr. Harris went on, there was a growing tendency among some local authorities to refuse to carry out agreements, national, district, or branch.

He told of a recent example, when several officers of a small urban district in South Wales appealed for regrading.

"The branch exhausted the force of argument. The district officer exhausted the force of argument. The appeals came to the provincial appeals committee of which I am chairman."

"The local authority asked for more time. We leant over backwards to meet it. We gave it another three months. But when the



MARJORIE TOWNSON  
"Unity made us great"

cases came back to us, the council had done nothing—it was a complete negation of negotiation. "We heard the appeals again and decided on them—some in favour, some against."

"What happened then? A group of members of the local authority opposed implementing the decision of the appeals committee. In the debate, I am told, one member said: 'What is NALGO? What can NALGO do? It has no teeth!'"

"Before we came to Conference, representatives of the district committee were asked to attend a special general meeting of the branch concerned. Of the 70 employees, 67 are members of NALGO. There were 58 at the meeting, including the chief officers."

### "You'll be a door-mat"

"We were told flatly: 'unless you do something here, you are going to be a door-mat, on which your employers will wipe their feet.' And every member present supported a resolution to withdraw his labour if the need arose. "That branch is waiting for your support. We have exhausted the force of argument. There is left to us only the argument of force."

"A few more recalcitrant authorities like that could corrode away all the benefit we have gained from Whitleyism at national, district, and local levels. What is going to be the use of a national Whitley Council if its decisions are ignored?" (cheers).

### NALGO'S GOOD NAME

#### Strike would destroy it

The next speaker, John Sutcliffe, though a delegate for both Middlesex branch and the Metropolitan district—both of which supported the motion—claimed the right to oppose it as an individual.

It was, he suggested "the first crack in the structure of what is acknowledged to be the finest administrative body in the world."

For 25 years, he said, he had travelled widely, bespeaking NALGO's good name.

"One of the noblest things I have been able to say—and it shakes a lot of people—is to use those wonderful words: 'no matter what the provocation, local government officers will never strike.'"

"I cannot say it any more—and I am afraid that NALGO's good name will go."

The first Conference he attended, at Torquay in 1938, Mr. Sutcliffe continued, drew up a code of ethics, grandiloquent, but sincere. One sentence read:



G. E. SLEATH  
"I trust the N.E.C."

### Bus companies

## NOTE!

"What are the essential requirements of good relations between employers and workers? . . ."

"There must be strong and responsible organisations of employers and workers. They must agree arrangements for settling the differences between them by discussion and negotiation."

"Management must . . . establish effective arrangements for dealing with grievances fairly and promptly. They must see that there is consultation between management and workers on matters of common interest. They must give the fullest assurances they can of security of employment in times of change."

JOHN HARE, Minister of Labour, speaking at the International Labour Conference, Geneva, June 22.



# 'In every service, if a member is unjustly treated, ill-used, or dismissed . . . the only course we can take is to withdraw labour'

"The local government officer is not to subordinate his duty to his private interests."

"I put it to you seriously," he said, "that before you accept this motion, you must first repudiate your code of ethics. To take strike action, however justified, is a subordination of your duty to your private interest."

The President, Mr. Sutcliffe went on, had urged members to join in a crusade to win for Britain's 300,000 public servants their rightful place in society, to have them recognised as the first-line troops defending that society against sickness, squalor, ignorance, poverty, and decline.

"We are the first-line troops. But what name do we give to troops who lay down their arms? Are we to be guilty of treason, are we to be called traitors?"

If NALGO turned to strike action, it would fall victim to the disease of decay that was attacking society at all levels.

"Once the rot sets in, it is hard to stop. Once the cancer takes root, it grows inexorably."

"The N.E.C. has assured us that it would take no action without serious consideration. But don't forget that there may always be tiny elements who would act without official approval—and the odium would be there."

"Don't be misled by false appeals to loyalty and solidarity. So much has been done wrong in those causes. Half the delinquency of today—the gang boys—is because they don't like to let the gang down."

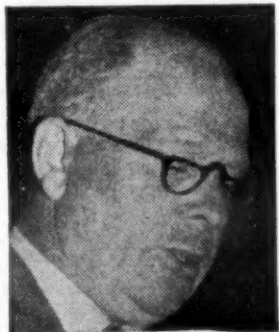
"We speak blithely of going to arbitration. I remind you that there is a final Arbitrator. When you reach that final Arbitrator, it will be a comfort to say: 'Everything we did we did from selfless motives, and with the purest of intentions.'"

## ARE WE A UNION?

"Only pretence unless . . ."

Mr. Sutcliffe's transparent sincerity won him a warm cheer from delegates; but the next speaker, Norman Bingham, chairman of the N.E.C. service conditions committee, was quick to answer his argument.

"We live," said Mr. Bingham, "in a society in which the employee is engaged and can be dis-



F. J. WILLIAMS

"Every safeguard for timid"

missed—you are hired and you can be fired. In that form of society, if you are faced with injustice, with wrong, with an issue on which, as a matter of principle, you differ from your employer, you have only one weapon.

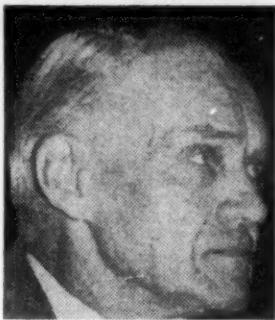
"The only course you can take that is not prevented by law is to withdraw your labour. If you give up the right to withdraw your labour, you cease to be a free man."

"The fact that the right to withdraw labour is sometimes ill or frivolously used does not alter the fundamental right of every individual in a free society to decide to withdraw his labour on an issue of principle."

"NALGO has no right to pretend to be a trade union, to take its members' subscriptions, and then to deprive itself of the power to help them" (cheers).

## No other course

Mr. Bingham brought delegates back to the problem which had persuaded the N.E.C. to ask for strike powers—the refusal, maintained for 12 years, of some provincial bus companies to establish collective bargaining for their officers, and the proposal, from those officers, to ask the other unions concerned to agree to a united strike.



W. J. HARRIS

"Force of argument exhausted"

"We were advised that we had no power to undertake a strike. What were we to do?"

"Could we say to members who had been with us for 12 years: 'Are you prepared to strike in defence of your fundamental interests? If you do, we shall not help you.'"

"Could we say to the other unions: 'We think that this is a fundamental issue that has dragged on too long. We believe that only a strike can deal with it. But we are not prepared to take power to strike, so will you please strike for us?'"

## NALGO's first concern

"We took our problem to the N.E.C. It decided—after a long debate, and with only two dissentients—that there was no course open to it but to bring this motion before you."

"Much has been said about members acting with responsibility. But what sort of responsibility are you placing on your leaders when you charge us with defending the interests of our members, but deprive us of the only weapon which, in the last resort, we can use?"

"A member does not join NALGO only to get salary increases. Most members join primarily so that, if they get into difficulty or are faced with injustice, they will have the full force of NALGO behind them. The protection of the individual is NALGO's primary concern."

"The hard fact is that, in every one of our services, if a member is unjustly treated by his employer, is ill-used, or is dismissed, and the case is not one of the few that can be dealt with by legal action, the only course we can take is to withdraw labour."

## "Humbug and dishonesty"

"It is sheer humbug and dishonesty to take the subscriptions of members on the basis that, if they get into difficulties, NALGO will back them, and then to deprive the Association of the only weapon it can use."

"This can happen in any service. It can happen especially in local government where, as the law now stands, if a provincial council settles an individual dispute in favour of an officer but the officer's authority refuses to accept the decision, we have no remedy whatever except to withdraw labour. That is why we must have this weapon—as a last resort."

"I do not need to assure you that we have no intention of using it as a tactic in salary negotiations. I do not believe that there is a single honest member of NALGO who believes that the National Executive Council has that attitude."

"We ask you to accept this motion this morning only for the reasons we have put before you" (cheers).

## ARBITRATION RIGHTS

### Local government gap

J. A. Neylon, Aireborough, asked what the Association could now do to settle disputes by arbitration or by appeal to the Minister of Labour.

W. C. Anderson, the general secretary, explained that the position was covered by the Terms and Conditions of Employment Act, introduced by the government in 1959 after it had abolished compulsory arbitration.

The gas and electricity services had automatic recourse to arbitration, provided in the constitutions of their statutory Whitley Councils. In the health service, it had become a tradi-

tion to refer disputes to the Industrial Court.

But in local government, the constitution of the Whitley Council at present contained no provision for arbitration. Disputes could be referred to the Industrial Court only if both sides agreed.

NALGO had proposed a provision for automatic arbitration in the Industrial Court and automatic acceptance of the Court's awards. It was hoped that that would be agreed at the next meeting of the National Joint Council in July.

"But there will still be one gap left," Mr. Anderson added. "If a provincial council upholds the appeal of an individual officer and the authority employing that officer refuses to give effect to its decision, we are powerless."

## THE ACID TEST

### "Members have to eat"

P. D. Morgan, Birmingham, supporting the motion, replied to some of the arguments used against it at this year's Conference and when strike action was last debated in 1957.

"The first," he said, "was that NALGO members are dedicated to the ideal of public service. But what is there so Simon-pure about our members that makes them different from other workers?"

"They have to eat like everybody else. They have to mortgage themselves up to the tonsures to pay the fantastic prices for terraced houses with what we used to call an outside privy."

"I suggest that we put this much-vaunted public service ideal to the acid test. Let the employers for one month withhold the salaries of our members—and then see how far this public service ideal goes."

## Ethics for employers, too

"The next argument was that the use of force had no place in NALGO's philosophy. But if an employing authority refuses to adopt a salary award, do we not use all the force at our disposal to bring it to heel?"

"Then we have the moral objection. What a load of bull! You just cannot afford morals on £10 a week."

"Is it not time we prepared a code of ethics for our employers? What about their responsibilities, their social conscience, their moral considerations? Those of us who negotiate with them know how far that goes."

"It is contended further that it is NALGO's duty to improve the public services, not to wreck them. That is a fine ideal—if we could convince the employers of it."

"The electricity supply industry is one of the finest examples of public enterprise in Britain. But the members of the Electrical Trades Union are not shy of taking industrial action in support of their claims. Yet, despite their activities, the electricity supply industry has not crumbled or withered away: it is a thriving concern."

## WOULD LAW FORBID?

### Position explained

J. E. Gosney, Staffordshire Potteries Water Board, said that many members were doubtful about their legal positions. Was it lawful for a public servant to strike?

"I believe," he added, "that up to 50 per cent of us might be liable to prosecution under the Conspiracy Act if we went on strike. And we cannot say to a branch, 'half of you strike—the rest cannot.'"

In reply to this, Mr. Anderson reminded Conference that the legal position had been fully explained in the report prepared by the N.E.C. in 1956.

"It would be an offence for a local government officer engaged on election duties to withdraw his labour. And the Conspiracy and Protection of Property Act 1875 and the Electricity (Supply) Act 1919 make it an offence for persons employed in supplying gas, water, and electricity wilfully to and maliciously to break their contracts of service."

## GASMAN'S ANSWER

### "NALGO will protect us"

But Archie Blue, of the N.E.C. and a gas industry employee, had no doubts on the score.

"I am completely confident," he told Conference, "of the ability of our legal advisers to give the

necessary statutory notice which would enable us to withdraw our labour, and that NALGO would be able to protect me if I were required by it to do so."

It was nonsense, Mr. Blue went on, to suggest that adoption of a strike clause was "un-British" or "irresponsible." No government, of whatever party, dared move on industrial matters without first consulting the T.U.C. The government saw no sense of irresponsibility in the fact that unions affiliated to the T.U.C. had strike provisions.

## RISK OF SPLIT

### "Half would not strike"

The fourth and last opponent of the motion was R. V. Trigg, of Northants County. He was amazed, he said in a fiery speech, how little opposition it had aroused.

"The trouble is," he declared, amid cries of "nonsense", "that the moment strike is mentioned to some people it is like the sound of battle to a war horse. But the ridiculous thing is that a strike, unless it is going to be really effective, is hopeless and useless. It puts you back donkeys' years."

"In the past, strikes were

essential. Today, in the public eye, they are a damned nuisance—and you are in the public eye. If you are going to let yourselves be dictated to by this transport situation, you are bigger mugs than I think you are."

"The transport members have a grouse—but that is because this Association made a mistake or jumped the gun in recruiting them into NALGO (cries of 'No!')."

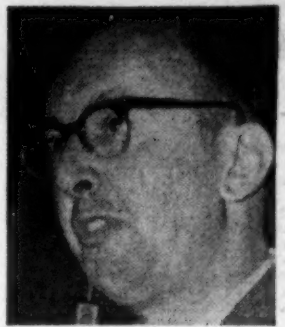
"They are working for private individuals, not public authorities. Are other members of NALGO going to make their own employers, their fellow-citizens, suffer by supporting the employees of private companies?"

"If Conference accepts this, it will split NALGO from top to bottom. How many branch secretaries can honestly say that more than 50 per cent of their membership will come out if a strike spreads to local government?"

## "Irresponsible"

"Once a strike clause is adopted, it is there to be used by any irresponsible person who wants—and there are always irresponsible people (cries of 'No!')."

"Can you honestly say," Mr. Trigg concluded, "that the young people in your office are going to thank you for putting this load on their backs (cries of 'Yes'). You



P. D. MORGAN

"We use force now"

really think that? (cries of 'Yes'). Well, that's all I can say—and the best of luck!"

## Fears unfounded

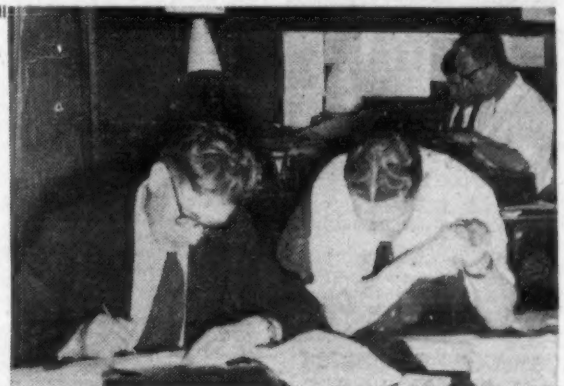
John Yates, Coventry, suggested that Mr. Trigg had answered those who had raised moral objections, saying:

"Having heard his proposal that we should throw our transport members overboard after they have paid us their subscriptions for 12 years, I am content to leave the moral aspect with you."

"I sympathise," Mr. Yates went on, "with those who are scared of this motion. Many members of my own branch—a progressive one—are frightened of the thought of

(Continued on page 4)

# 'Operation Hansard' was an all-night stint



LATE STROLLERS around Blackpool's town hall in the early hours of Friday, June 9, saw an unfamiliar sight—blazing lights, racing cars, dishevelled figures staggering beneath bales of paper. The figures were those of a scratch band of volunteers—typists from the town clerk's department, delegates, district news-sheet workers, and members of Headquarters' staff. The paper contained NALGO's first "Hansard"—a 15,000-word verbatim report of the strike debate, of which 2,000 copies were duplicated overnight for delegates to take home with them.

As soon as Conference ended on the Thursday afternoon, the tape recording equipment at the Winter Gardens was dismantled and taken, with six recorders and the spools of the debate, to the town clerk's office. There, a team of typists transcribed the speeches on to some 30 stencils, while others coaxed two temperamental duplicators to produce 2,000 copies of each.

There were many mishaps. Both duplicators protested against unfamiliar handlers. At 10.30 p.m., it was decided to use a third in the Winter Gardens—but this was a different model, so stencils had to be re-cut.

The typists worked until midnight, some of the other volunteers until 4 a.m.—to resume before 8 a.m. On the Friday morning, more volunteers were called in to collate and staple the 64 reams of paper the duplicators had devoured and disgorged. This task was finished at 2.30 p.m.—and at 3, when the President announced that the report was ready, delegates poured from the Conference Hall to claim their copies.

They were asked to show their appreciation by making a contribution to the Benevolent and Orphan Fund. In a few minutes, every copy had gone—and the Fund was richer by £52.

Top—Alec Spoor and Norman Rogers check stencils; behind, Pierre Edmunds re-types another to the dictation of Ron Hill (N.E.C.). Left—Jeanne Knight works one duplicator while Pierre Edmunds and Norman Rogers discuss the idiosyncrasies of the second. Below—Delegates claim their copies.





# 'LET US BE A BIG UNION'

STRIKE DEBATE: continued from page 3

masses of clerks and middling people on the picket lines while those at the top go to work.

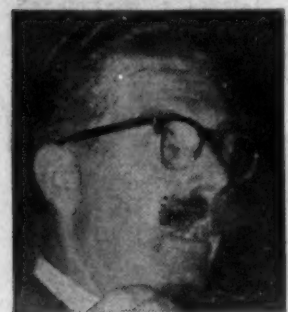
"But I do not think that will come about. The N.E.C. is not so unintelligent as to call mass strikes of people they know would not strike because their hearts would not be in it—although one must be careful when one says 'They wouldn't strike'."

## "No mass call-out"

"What about £3,000-£5,000 government scientists?—they struck. I never expected to see bowler-hatted bank managers marching through the street with banners, on strike. So don't be too sure that, if men are driven sufficiently desperate, they may not remember that they are men, with wives, families, and interests they may be prepared to make a sacrifice to support."

"But I am sure that this motion does not mean a mass call-out, a stopping of whole cities. If it did, I would not vote for it."

"But few of you have had the experience of being on the dole. It is not pleasant. So before you



R. V. TRIGG

"Will split Association"

says: 'They wouldn't strike.' I say: 'They have not been thrown out of a lifetime's employment by the finding of the Boundaries Commission—yet!'

## INSURANCE POLICY

### "Fully comprehensive"

C. P. Wells, Sheffield, assured Conference that Mr. Parker, of Dewsbury, who had opposed the motion, was not speaking for the whole of Yorkshire. The district's biggest branch, Sheffield, was behind it.

"Two or three years ago," he added, "on a much stronger motion than this on strike action, we had more than 1,400 members at a meeting in the city hall—and a substantial majority in favour."

"I have an insurance policy on my house," Mr. Wells went on, "a fully comprehensive insurance. I have an insurance policy on my working conditions and salary—NALGO. That, also, is comprehensive. I want Conference to make it fully comprehensive" (cheers).

## HEALTH SUPPORT

### "Answer to frustrations"

M. F. Watson, Newcastle-upon-Tyne group hospitals, said that, if any group of members was likely to worry at the thought of a strike, it would be those in the health services, who had a different and a special kind of obligation to the public.

"But let me assure you," he declared, "that any action taken on the resolution will have the whole-hearted support of the health services. We would expect that, if a strike came, a skeleton staff would be left on to cover the essential nursing, laboratory, and ancillary services. But we would be behind any withdrawal of labour."

"It would be a weapon to answer the veto of the Minister of Health. It would answer the refusal of management sides of Whitley Councils to go to arbitration. It would answer many of the other frustrations which meet our negotiators (cheers)."

## EMPLOYERS' DUTY

### "If they ignore it . . ."

C. W. Brudenell, Middlesex, said that, though his fellow-delegate, John Sutcliffe, had opposed the motion, the majority of his branch were behind it.

Mr. Sutcliffe had talked of members' responsibilities to their employers and the com-

munity. But employers also had responsibilities to their staffs—to take them into joint negotiation and to apply the agreements reached in negotiation.

"If they fail in those responsibilities, we must be able to do something about it" (hear, hear).

Mr. Sutcliffe had said that for front-line troops to lay down their arms was treason. But it was legitimate for troops to lay down their arms if they were underfed, insufficiently clothed, or without the equipment to do their jobs.

Mr. Sutcliffe had also talked about a spreading cancer. But the real cancer was among employers who refused to negotiate or to observe agreements.

J. E. D. Packwood, Isle of Wight, whilst supporting the motion, put two questions:

Who will call a strike? Will it be a small group, as in some unions, or the whole N.E.C.?

If a section of members is instructed to strike and all are dismissed, what can NALGO do?

## N.E.C. WOULD DECIDE

### "—after asking members"

At this point, after more than two hours of debate, delegates resolved that the vote be taken. But first they allowed Mr. Nortrop to reply to Mr. Packwood and wind up the debate.

The full N.E.C., said Mr. Nortrop, would decide on a strike, as they decided all other actions within the Association's rules. Members elected them, they acted responsibly—but if members disliked their decisions, they had the remedy.

"It is impossible," Mr. Nortrop added, "to define in advance what issues will arise. But do you think that a responsible Council would call a wholesale strike without the fullest consultation?"

"Reinstatement of members dismissed brings in legal problems and I cannot say now what action we would take. If only a pocketful of members was affected, we could probably protect them effectively. But if more were involved, I have no doubt we should call a special Conference to get your views and support."

"After our 1957 debate," Mr. Nortrop concluded, "Public Ser-

vice ended its report with the words 'The strike issue is dead'. Today, I say: 'Let this be the day of resurrection. Give your overwhelming support to this motion and let us be a big union.'"

## DRAMATIC VOTE

### Fewer than 50 against

Delegates did. Scores raced from the balconies to the floor of the vast Winter Gardens ballroom to make sure that their votes would be reckoned. Tellers moved to their positions expecting so crucial a motion, requiring a two-thirds majority, to call for a count of hands or, if that proved inconclusive, a card vote.

Their services were not required. The moment the President called for votes for the motion a great forest of hands shot into the air, evoking a sighing "Ah" of astonishment and delight at so overwhelming a response. When he called for votes against, fewer than 50 hands were raised.

The issue was decided. By one of the biggest majorities in its history on so controversial an issue, NALGO had acquired the right to strike and to give strike pay to its members.

## HAVE WE THE CASH?

### "We shall get it if . . ."

If NALGO is driven to use its new found right to strike, will it have the money to back it up?

This was the question put to the honorary treasurer, Bernard Jennings, by R. F. Crossley, Hull and district. His branch, with Crosby and Litherland, had tabled a motion instructing the N.E.C. to impose a levy on members on the lines it proposed in 1957 (but which Conference then rejected). Then, the Council called for a levy of 5s. a head every month for three years, to raise a strike fund of £2½ million.

Mr. Jennings' reply was reassuring.

"Of course you haven't enough money," he said—"and when your previous treasurer tried to collect it from you in cold blood, he didn't get it."

"But, if you are faced with a major issue of principle, I am sure

## M.P.s told why we took power to strike

NALGO lost no time in telling members of Parliament that it had taken power to strike—and why.

Immediately after Conference, the general secretary wrote to every M.P. The main reason for the decision, he said, was the persistent refusal—despite the assistance of the Minister of Labour and a number of M.P.s—of a number of bus companies in the British Electricity Traction combine to agree to set up national negotiating machinery for their staffs.

Conference had also been influenced, he added, by the decision of the Minister of Labour that he could no longer intervene when a local authority refused to accept the decision of a provincial council on an individual grading appeal.

"Consequently," he said, "the Association now finds itself completely deprived of any procedure whereby it can seek to enforce . . . decisions of provincial councils . . . this position is of serious concern to the Association."

I can get enough from you in hot blood."

Mr. Crossley accepted this view, withdrawing the motion.

Coventry branch likewise withdrew a further motion, proposing to continue for another ten years the payment of £50,000 a year into the special reserve fund, started in 1951 and due to end this year.

## "Need £1,000,000 now"

Another motion, by Ellesmere Port branch was briefly debated. It sought to continue the £50,000 payment into the special reserve fund indefinitely.

Its mover, H. W. J. Binding, reminded delegates that the original target of the fund—now reached—had been £500,000. "But," he added, "the value of money has fallen by 45 per cent since 1951. If you needed £500,000 then, you need £985,000 now."

Conference would not agree. It left NALGO with a strike clause—and £500,000 to back it.

# 'No poaching' pact endorsed again

"Only fifty complaints a year"

SHOULD a worker be free to change at will from one trade union to another? Should a union be free to enrol a member of another union?

At present, these questions are answered in the "Bridlington Agreement," so-called because it was drawn up at the Bridlington Congress of the T.U.C. in 1939. It was designed to prevent one union "poaching" another's members.

The main principle of the agreement is that no union may enrol a member or past member of another union without that union's approval. In particular, no union may enrol a man who is in dispute with another union or is the subject of disciplinary action or penalty.

NALGO subscribed to the declaration in 1948, when its decision to recruit officers of the nationalised services brought it into rivalry with other unions. But some members have complained that it was working one way only: whilst NALGO observed it scrupulously, refusing to "poach" from other unions, some of these did not hesitate to poach from it.

## "Others break it"

Last year, Conference referred to the N.E.C. a motion and several amendments calling for a review of the position, and even for NALGO's withdrawal from the Bridlington Agreement. The Council agreed that there had been difficulties, which it was trying to resolve. It concluded that no further action should be taken on last year's motion and amendments.

The Metropolitan district challenged this decision in a motion that the Council's report be not accepted. It was clear, said its spokesman, John Sutcliffe, that other unions had broken the agreement.

"How many times," he asked, "do you have to break an agreement before it becomes invalid?" "The N.E.C. would make extraordinary magistrates if they said 'How many times have you been here? Six. That's not enough—wait a bit, and come back again'."

## "Reject coercion"

NALGO's membership had been built up without any coercion. It should reject the view that the man was not free to belong to the union of his own choice, or to change his union if he wanted to.

R. F. Crossley, Hull and district, told of two dissatisfied members of another union who resigned, and six months later, applied to join his branch.

"Regarding them as members of no union, we accepted them, and then the fun started. The union they had left protested that we had not sought its permission. We apologised humbly—but, instead of accepting our apology, the other union took the dispute to national level and we were ordered to throw them out."

"We did that, embarrassing though it was. Now, one of them is in no union, and the other is back into his old one. I think the N.E.C. has let us down badly, throwing away what incentive we had to recruit these people."

## "We refused to fight"

T. H. Carter, Liverpool, said that in Birmingham, where there was a joint agreement that NALGO was the appropriate union for transport inspectors, another union had taken half of them without as much as a "by-your-leave"—NALGO had accepted that because it refused to fight.

"To prevent the same kind of thing happening in Liverpool," he said, "I enrolled the Birkenhead inspectors into NALGO. What happened? I was howled down by my own Association for doing what it should have done itself—protecting its members."

The N.E.C.'s case was put by Norman Bingham, chairman of the service conditions committee.



... poaching another's members'

To reject inter-union agreements, he said, would damage NALGO's "astonishingly harmonious" relationships with other trade unions on the national joint councils and lead to costly and time-wasting "jungle warfare."

It was not true that other unions were always in the wrong. Sometimes, over-zealous branches had been guilty of poaching.

"Let us keep this problem in proportion," he urged. "There are no more than about 50 instances a year of members we think we ought to get and don't."

"Would it not be ridiculous for a union that claims to be the fastest-growing union in the country, that added 10,000 to its membership last year, to start a war with the trade union movement over 50 cases a year?"

## "Crack the whip"

G. N. Rose, Metropolitan district, thought that NALGO need not worry about its relations with other unions on negotiating bodies.

"To say we are going to prejudice good relations by insisting on fair play is nonsense," he said. "We in NALGO are the strongest of those unions, and, if the others take umbrage because we stand for our rights, we must crack the whip."

A. E. Odell, N.E.C., suggested that bigger issues were involved.

"At the moment," he said, "a section of the public does not hold trade unionism in the good esteem it deserves. NALGO, with its present strength and influence, can help to rectify some of the defects of the trade union movement, and to restore public confidence in it. Do not give the impression that we are creating conflict within the movement."

Conference responded to this appeal, rejecting the Metropolitan district motion, and accepting the N.E.C.'s report and policy.

## Recover by the seaside at Cyprus Lodge

When a Nottingham member recently returned from a fortnight's stay at Cyprus Lodge, NALGO's Lancashire convalescent home, he was so enthusiastic about the happy and comfortable atmosphere there that he wrote to Headquarters to express his appreciation. He felt that many members were unaware of the excellent facilities offered by NALGO's two convalescent homes.

Cyprus Lodge, he pointed out, is well situated. There is a nearby lake for sailing, rowing, and motor boats, and the sea is only a few minutes' walk.

For those who wish to venture a little farther afield, a five-minute bus ride will take them either to Lytham or St. Annes, both seaside resorts, while Blackpool can be reached in half an hour.

# Member leads 'Tour of Britain' race through his home town

Delegates who watched the start of the "Tour of Britain" cycle race at Blackpool on the Sunday before Conference were probably unaware that one of the competitors was a NALGO member. He was Peter Chisman, 20 years old and an engineering assistant with Houghton-le-Spring U.D.C.

Four regional teams competed against riders of all nationalities—some of them Olympic champions. Peter was one of the seven riders selected to represent the North. It was his first international contest.

The race took 14 days, and covered more than 1,500 miles. Its route included a gruelling ride over mountainous country in Wales and the Pennines. The longest stage was of 153 miles. It finished back on Blackpool promenade.

When the competitors passed through Peter's home town of Houghton-le-Spring, he was leading the field. He eventually finished fourth.

Photo by Cycling and Moped







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**THIS IS THE STEEL AGE**

BRITISH IRON AND STEEL FEDERATION





J. H. FRASER

"They cost us £60,000 a year"

# PAY AWARDS FOR MEMBERS ONLY

## Massive majority supports 'acid test' for 'pickpockets and parasites'

**WE HAVE BORNE** the non-members' burden too long, and we must tell these old men of the sea to get off our backs. It is time to apply to these principle-prating pickpockets the chastening law of retribution. Kick away their crutches and make them stand on their own feet!"

These words of J. H. Fraser, Leeds, stirred Conference to carry with acclamation, and against N.E.C. advice, a motion which urged employing authorities to pay negotiated awards only to members of recognised trade unions.

By passing it, he said, in a hard-hitting speech, Conference would make history. It would put NALGO in the forefront of trade union thought in the world.

"There is growing discontent about non-members," said Mr. Fraser. "Many of us have striven for years to win them over—but it has got us nowhere. You cannot convince those who are determined not to be convinced."

### "Stop dithering"

"It is high time we stopped dithering on this point, and admitted that non-members are parasites. A well-established principle of society is that we have to pay for what we get. We cannot, generally speaking, get something for nothing."

"But there is one flagrant exception—a salary award negotiated by a trade union. It has to be paid for, of course, but not, apparently, by every beneficiary. Salary awards don't fall like manna from heaven—they have to be wrested from our employers by stern negotiation, and that costs money."

How much did it cost? Mr. Fraser pointed out that NALGO's annual income from subscriptions was £622,000, of which around £400,000 went to Headquarters.

"That," he said, "is the price of our negotiations in hard cash. To it must be added the countless hours of unselfish labour put in

by dedicated members all over the country. You cannot put a price on that."

"Let's say that we have 280,000 members. A generous estimate would place this at about 90 per cent of potential membership. It is probably nearer 70 per cent."

"At the least, this gives us



"Salary awards don't fall like manna from heaven"

30,000 non-members. At an average subscription of £2, they represent £60,000 of which NALGO is being deprived each year. The true figure is probably much greater."

"Think of it—a million pounds every 16 or 17 years. Two and a half million pounds over a 40-year period of service. That's what non-members are costing us! And that

£60,000 a year is coming out of your pockets—it certainly isn't coming out of theirs."

It was astonishing, Mr. Fraser continued, that the moral obligation to join a trade union, unlike other moral obligations, had failed to acquire legal sanction.

"The reason," he explained, "is that the press, influenced by powerful interests, has obscured the issue by raising a bogus one—the freedom of the individual."

"It has been so successful in white-washing the non-member that he has never been shown to the public as the despicable obligation-dodger that he is, but as a brave individualist struggling to express a God-given freedom of choice in the face of wicked oppressors."

### The acid test

"Here is an acid test for non-members—the straight-forward question: 'If it became law that only members of a trade union were entitled to awards negotiated by that union, would you still refuse to join?'"

In fact, he went on, that test had already been applied. Some years ago, in Coventry, the branch negotiated a cost-of-living award of £26 a year, which the local authority applied only to employees who were members of trade unions.

"What was the result? I quote John Yates, editor of Coventry's branch magazine:

"All the conscience-mongers, principle-bawlers, and scruple-splitters came in as one man at the smell of ten bob a week' (cheers)."

"Do you doubt," asked Mr. Fraser, "that the same thing

would happen wherever a similar test was applied? What value shall we place on principles that can be bought for ten bob a week?"

Some, he agreed, would try to arouse prejudice against the motion by saying that it meant the "closed shop."

"It is nothing of the kind," he declared. "The closed shop policy says: 'Join the union or you don't get a job in this joint.' This motion says: 'Stay outside if you must—but if you do, don't expect to get awards to which you are not entitled.' This is the alternative to the closed shop."

### "Put them on the spot"

It might be argued that employers would not give effect to the proposal.

"We cannot tell that until we put it to the test," he answered. "But it is safe to prophesy that the mere passing of it would bring in thousands of non-members almost immediately."

"I ask you, therefore," he concluded, amid loud cheers, "in the



J. A. YATES

"It's not a closed shop"

name of the long-suffering members of this great Association of ours, to give a resounding vote in favour of this motion, which will put non-members well and truly on the spot."

### L. Kennedy

Leeds, seconding, said that Conference had heard of the greater efforts that were to be made to improve salaries. These would mean even greater back-room efforts by the negotiators.

"I would like to ask Mr. Ashton," he said, "how he felt, after the hard gruel of negotiations, when he realised that the fruits of his labours were going to people who offered him no support whatsoever."

First opposition came from J. E. Gosney, Staffordshire Potteries water board, who told Conference that his own branch had 100 per cent voluntary membership.

"What we have done, others can do," he said. "We already have 274,000 voluntary members. We don't want members who join merely to get a meal ticket. And that is what this motion means. It is a form of closed shop [cries of 'Nonsense']—from which NALGO would not benefit. We all want 100 per cent membership—but let us get it voluntarily."

His own branch had come across "some sort of Quaker," who had a religious objection to union membership—but he

had paid his subscription to the B. and O. Fund.

S. Jones, Hawarden, opposed on different grounds—that the motion would mean abandoning the principle of grading the post. If it were adopted, it would lead to different salaries

## 'NO VALID REASON'

Why do non-members refuse to join NALGO? Mr. Fraser told Conference that, during the 32 years he had been asking that question, he had been given four reasons. These, with his comment, on them, were:

"I don't believe in trade unions—that implies so colossal an ignorance of trade union history—the universal truth that unity is strength—as to brand the speaker as a twentieth-century troglodyte."

"Why should I join, when I can get all the benefits without being a member?—Why indeed? This betrays a type of expediency so low that one wonders how anyone can have the nerve to state it."

"We should do just as well without NALGO—This, coming from those who are hundreds of pounds better off because of NALGO's efforts, must be the ultimate in impudence."

"I am free to do as I please—I don't see why I should join—There is no freedom from an obligation except by meeting it. Nobody is forcing anybody, but if a man chooses to stay outside his union, he cannot reasonably expect to benefit from the awards it negotiates."

"These answers," Mr. Fraser added, "only confirm my view that there is no valid objection to being in a trade union. But they all know the real reason. They don't want to pay the ruddy subscription. It's as simple as that."

for members and non-members, and that in turn would open the door to cheap labour, enabling local authorities to "rip a branch wide open."

### N.E.C. OPPOSITION

#### "Employers would refuse"

For the N.E.C., F. Eade opposed the motion.

"This is one of the most serious issues before Conference," he said. "The Council has great sympathy with the sentiments behind the motion, but opposes the method. We believe that persuasion is the right way."

"Are we likely to get our employers round to do what is asked? Mr. Fraser has admitted that that will be almost impossible. We know before we ask them that they will never agree to pay two rates for one job."

"Your negotiators have enough embarrassments at the moment. If you pass this motion you are going to double them."

"Compulsion and coercion are against the British way of life," declared Mr. Eade. "If you start a campaign of compulsion, you are certain to lose. Last year, we recruited more than 10,000 members—that can be done again."

### NOT CLOSED SHOP

#### "Trade union shop"

J. A. Yates, Coventry, challenged these arguments. It was not true, he said, that adoption of the motion would mean two rates for one job. The non-members would all join—as they had done at Coventry.

Nor did it mean a closed shop.

"When we negotiated our local award," he said, "our council offered to confine it to NALGO members only. We refused. We



F. EADE

"Persuade—don't coerce"

said that we wanted it confined to members of any recognised union. "That is why we have 2,100 members out of 2,200 local government officers."

"We have never defended the closed shop. But we do believe in the trade union shop—and, if you don't believe in that, you accept that people have a right to be parasites, riding on your backs."

"It is not true that Quakers have a religious objection to trade union membership," he went on. "The Cadburys and their like were among the pioneers of the British trade union movement. The only Quakers who object are those who are quaking in their pockets for fear that this resolution should be passed" (cheers).

"We did have people who claimed a conscientious objection to trade unionism. There were members of the Flat Earth Society, Ninth Day Adventists, a most curious collection—and some of them seemed to be sincere. "But when our award was negotiated, all dropped their conscientious scruples and joined—for ten shillings a week."

### NO COMPULSION—BUT

#### "Don't ask for awards"

Replying to the debate, Mr. Fraser reiterated that the motion did not ask for the closed shop.

"That says: 'Join the union or you don't get a job.' But we say 'Stay out if you want—but don't hold your hand out for the awards we negotiate if you do!'"

"When the last local government award was announced, I went round the office with the glad tidings. A non-member approached



"... quaking in their pockets"

me and said 'What the hell's NALGO doing about this?' (laughter). I restrained myself, and said: 'What's NALGO doing about what?'"

"This chap was on APT II, and he said: 'Only £50 now, and £30 next April.' I said, 'Stanley... you're not even a blooming member of the bloody union!'" (laughter).

"We've been told that this would mean two rates for the job. But we have two rates for the job already. In APT III, we have six rates—and the local authority can pay whichever it wishes."

"But do you seriously believe that anyone would accept a lower salary rather than pay a union subscription?"

Conference obviously did not. It carried the motion by an overwhelming majority.

### CALLING ALL MUNICIPAL ENGINEERS!

Have you a copy of *Municipal Engineering Administration and Organisation* by R. S. Offord (Contractors Record Ltd., 1953) you no longer need? If so, the NALGO Correspondence Institute will give you 25s. for it, if it is in good condition.

Please send it, with a covering letter, to the Education Officer, NALGO House, Harwood Row, London, N.W.1.

## He took his guitar to the party...



A novel contribution to the debate on salary awards and non-members was planned by Derek Sarjeant, Surrey electricity branch delegate, who hoped to sing his speech in the manner of an American trade union ballad.

Mr. Sarjeant, who is purchasing officer with the South Eastern electricity board, is a member of the British Folk Song Society, and a keen collector and brilliant singer of folk songs.

When he came to the rostrum with his guitar, the President ruled that Conference standing orders required delegates to "speak to" a motion, not to sing it. W. J. Creed-Bailey, Surrey, moved that standing orders be suspended, but Conference refused to agree.

Here is the song delegates never heard—written by Jack Parkinson, of Ewell, with music composed by Derek Sarjeant: There's a man that we all know, he's a lazy so-and-so But he's always first in line to draw his pay; But he doesn't pay his share of the burden we all bear, So we ought to pass him by along the way.

Now this fellow always jeers when the collector appears—He reckons we are fools to pay his fare. It's a dirty rotten shame that they pay him just the same—We should drive right past and leave him standing there.

(Chorus)

It's a freight train we all ride When we stand by NALGO's side And the benefits should be just yours and mine. We must tell them we've no use For the man who pays no dues, 'Cos no passengers can travel on this line.

There's another type at hand with his head deep in the sand: He says he doesn't hold with NALGO's ways. He should only stand to gain if he rides the Union Train—Take a ticket, chum, or go without your raise!

So many times we're told 'bout the principles they hold, But their principles stop short of saying: "No—Give the long-fought-for increase To just NALGO members, please."

'Cos their pride's back in their pocket with the dough.

(Repeat chorus)

Now come all you Conference men, listen to me once again, Don't sit and doze upon your padded chair Stand up, take off your coats, Go right in and cast your votes—But remember us at home who sent you there.



# Calling all nurses—'we want you, we can help you'

ONE DECISION of Conference could add more than 200,000 to NALGO's membership. This was that the Association should launch forthwith a drive to recruit all grades of nurses.

It was demanded in a Metropolitan district amendment to a motion by Preston Hall hospital branch, asking Conference to agree that "all grades of nurses are welcomed, and should be recruited."

This motion was supported by the N.E.C.; but the announce-

ment that the Council opposed the call for a recruitment drive led to a lively discussion, which produced a change of mind by the platform.

Moving the amendment, John Sutcliffe, Metropolitan district committee, said that if NALGO seriously intended to play its

part in improving the health service, as it had improved local government, it must represent most of the administrative, professional, and technical staff.

"Today," he went on, "we recruit only the administrative, professional, technical and clerical staff of the hospitals. We ignore the nurses. Yet, in one representative authority I know, nurses form 67 per cent of the total."

"We spend a lot of effort on the 23 per cent. Why not spend the same effort on the 100 per cent? If we did that, we should get ourselves the credit that now goes exclusively to 'Emergency-Ward 10'!" (laughter).

The N.E.C. objection to recruiting nurses, he went on, was that they moved so rapidly from hospital to hospital that it was difficult to retain them in membership. That might be true—but the turnover of nurses was no greater than that of hospital staff generally, and was certainly less than that of some medical auxiliaries, such as radiographers and physiotherapists, whom NALGO had been recruiting actively.

## "Wide open field"

L. Parker, Dewsbury, supporting, said that nurses presented a "wide-open field of recruitment" not only in the health service, but also in local government, including nurses, district nurses, midwives, and

health visitors. Many branches were not doing all they could to enrol these officers.

H. Roberts, Maidstone and district health services, opposed on the ground that, with only four out of 41 seats on the Nurses and Midwives Council, NALGO could not adequately



"They moved so rapidly from hospital to hospital."

represent any nurses it recruited. A recruitment drive would merely be taking advantage of junior nurses for no other purpose than increasing members and obtaining their subscriptions.

This brought a swift answer from Lewis Bevan, N.E.C., chairman of the national health committee:

"Let me say at once," he said, "that I have never taken advantage of a junior nurse in my life! And I don't think NALGO would either. We can do a job for them—there's no doubt about that."

"Our four seats on the Nurses

and Midwives Council are probably more influential than any other six on that council. What we lack in numbers, we make up in quality."

Mr. Bevan went on to explain that the Association's rules had long provided for the recruitment of all grades of nurses. That was a carry-over from the old days of municipal hospitals. But to retain those enrolled was another matter.

"About a dozen years ago," he said, "we appointed a woman officer whose sole job was to recruit nurses. She was highly successful. In one big city she enrolled 3,000 nurses in a month. But, three months later, you could have counted what was left on the fingers of your two hands."

"We used a lot of money and energy in that campaign—with no result 12 months later."

"So don't ask us to dissipate our energies in recruiting drives for junior nurses who, once we have got them in, will not stay in."

## Weakest link

D. F. Jones, Metropolitan regional hospital board branch said that this was a simple, fundamental trade union issue.

"As long as this large body of unorganised staff exists in the health services," he declared, "so long will NALGO be weak in that service. As long as the nurses and the ancillary medical staff rely on their professional societies to do the work of trade unions for them, for so long they will lag behind."

"It is our job as a trade union to take them into membership, and to see that they get decent terms and conditions. Their membership will strengthen this Association in a service where it badly needs it."

## "Frightened?"

G. D. Ledger, Hull and East Riding health services, said that other unions were not frightened to go out and recruit nurses, as NALGO seemed to be—and so they "got in first."



JOHN SUTCLIFFE

"We must be fully representative"

R. Morgan, N.E.C., told Conference that he had taken part in the earlier recruitment campaign.

"A jolly good time was had by all," he added, "We got them in—but they wouldn't stay."

"NALGO does not refuse to recruit any nurse," Mr. Morgan went on. "From the most junior student nurse in her first year to the matron of the biggest hospital in the country, all are eligible. But Conference itself decided that we should not embark on a campaign to recruit nurses below the rank of ward sister."

At this stage, Mr. Bevan intervened to say he had sensed "the wind of change," and the N.E.C. was now willing to accept the amendment.

Cheering vociferously, delegates adopted both motion and amendment by acclamation.

## ALMONERS COME FLOCKING IN

More than 750 hospital almoners have joined NALGO since the recent agreement between the Association and the Institute of Almoners.

Under this agreement, NALGO is now responsible for trade union negotiations on behalf of almoners. It has already asked the management side of the Professional and Technical "A" Whitley Council for a re-evaluation of their pay and career prospects.

## Pin-up boy at work



## Your Career in Local Government

J. WILSON WHEELER, ESQ.

Children's Officer, London County Council

### SAYS

"THERE are over 41,000 children in the care of local authorities throughout the country. Contrary to public belief few of them are orphans but are children who cannot live with their own parents, either for long or short periods, and are thus deprived of normal home life. Children's Authorities have the necessary duty of looking after them in such a way as to further their best interests and afford them opportunities for the proper development of their character and abilities."

Some, some belonging to voluntary organisations but most of them provided by Local Councils. There are many of these homes. The London County Council, for example, has 180 of them. Some were built at the beginning of the century and are very large by modern standards, but, still, enough to suit."

And like all residential work it tends to be a somewhat cramping effect on personal life. On the other hand, it is a very different life."

Don't miss the chance of a better job

The Daily Mail is the only newspaper that specialises in Local Government Appointments. Announcements every day, and a special Local Government feature on the second Wednesday of each month, make the Daily Mail Classified Columns your own guide to a more successful career.

for opportunity day after day

### ARCHITECT'S DEPARTMENT

#### BRIGHTON

ASSISTANT ARCHITECTS. Applications are invited for the appointment of an Assistant Architect. The successful candidate will be required to undertake the duties of an Assistant Architect in the Brighton and Hove City Council. The salary is £1,200 per annum. Applications should be sent to the Brighton and Hove City Council, 1, St. James's Place, Brighton, BN1 1AB.

COUNTY BOROUGH OF GREAT YARMOUTH. Applications are invited for the appointment of an Assistant Architect. The successful candidate will be required to undertake the duties of an Assistant Architect in the County Borough of Great Yarmouth. The salary is £1,200 per annum. Applications should be sent to the County Borough of Great Yarmouth, 1, St. James's Place, Great Yarmouth, NR1 1AB.

METROPOLITAN BOROUGH OF CAMBERWELL. Applications are invited for the appointment of an Assistant Architect. The successful candidate will be required to undertake the duties of an Assistant Architect in the Metropolitan Borough of Camberwell. The salary is £1,200 per annum. Applications should be sent to the Metropolitan Borough of Camberwell, 1, St. James's Place, Camberwell, SE18 1AB.

METROPOLITAN BOROUGH OF LUTON. Applications are invited for the appointment of an Assistant Architect. The successful candidate will be required to undertake the duties of an Assistant Architect in the Metropolitan Borough of Luton. The salary is £1,200 per annum. Applications should be sent to the Metropolitan Borough of Luton, 1, St. James's Place, Luton, LU1 1AB.

EDUCATION DEPARTMENT. Applications are invited for the appointment of an Assistant Architect. The successful candidate will be required to undertake the duties of an Assistant Architect in the Education Department. The salary is £1,200 per annum. Applications should be sent to the Education Department, 1, St. James's Place, London, EC1A 1AB.

### LONDON COUNTY COUNCIL

#### ARCHITECT'S DEPARTMENT

ASSISTANT ARCHITECTS. Applications are invited for the appointment of an Assistant Architect. The successful candidate will be required to undertake the duties of an Assistant Architect in the London County Council. The salary is £1,200 per annum. Applications should be sent to the London County Council, 1, St. James's Place, London, EC1A 1AB.

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# NEW PAY PLAN IS 'BIGGEST EVER'

## To attract, retain, reward the best

THIS IS the most important motion that has been before this Conference for many years. It is probably the most important we shall discuss for many years to come.

"If it succeeds, it will give us our biggest move forward since the local government national Whitley Council was formed."

That was how George Ashton, for the N.E.C., described the Council's "new deal" salaries policy when it was debated and unanimously approved by Conference.

The policy finally abandons the claim for a return to 1946 standards, first raised in 1956. It calls instead for a drive, in all

the services represented by NALGO, for salaries that will: Recognise the importance of the officer's job—to himself and to the community;

Compare with what other good employers pay;

Reflect the officer's status in the community; and

Attract entrants of the right quality and offer each a rewarding career.

### "Need for new look"

Norman Bingham, chairman of the N.E.C.'s service conditions committee, told how the policy had been prepared.

"Immediately after last year's Conference," he said, "we recognised that there was need for a new look at our salaries policy, in view of achievements up till then, and in the light of developing social conditions."

At that time, NALGO was completing a round of salary claims in all services. It was clear that further negotiations based merely on the restoration of 1946 standards would offer little scope for significant progress.

"The progress already made, the passage of time, and developments in comparable fields of employment, had made a return to 1946 standards unrealistic, unrewarding, and inadequate to meet present needs."

"We therefore asked each of the national service conditions committees to review the policy in its field. That review was made by each service committee—not merely by the N.E.C."

### "Higher pay merited"

The new policy was the outcome of that review. It was broad enough to give scope for major achievement, and to take full account of social changes in a rapidly changing society.

"Most of our members," he went on, "are in services which cannot be evaluated on a profit and



NORMAN BINGHAM

"Must be in the van"

loss or productivity basis. Our modern community is demanding not only more social services, but higher standards in the existing services.

"It is putting these demands on our members, and we claim that our members are entitled to expect salary rewards commensurate with the demands."

### Career prospects

"In making comparisons," said Mr. Bingham, "we think that we should look at the whole field of industry and commerce, as well as at the public services. It is there that the greater rewards are given today for the acceptance of responsibility and for qualifications."

"We also propose to provide attractive entry points and career prospects capable of retaining senior officers. The employers have already tried to do this, but it is obvious that the improvements they have made have been inadequate and have had little effect."

"The fact that we have not mentioned a basic grade does not mean that we are opposed to it. We regard it as one of the devices



GEORGE ASHTON

"Each service free"

by which we may obtain career prospects in one, or any, or all of the services we represent.

"Finally," said Mr. Bingham, "we say that our salaries should reflect adequately the position of our members in the community."

"Social levels are changing. In the last two generations, there has been a tremendous shake-up in the social classes—and those changes are not over. The position of the black-coated worker has deteriorated, not only in this country, but in Western Europe and probably in the United States as well."

### Struggle for status

"We are seeking salaries for our members in a society in which there is a continuing struggle for relative status."

"We are fighting to raise the status of the professional and administrative officer in society and of public service officers within the rank of the black-coated worker. Other sections of the public services are moving forward in this struggle, and making their demands very clear. We must be in the van of this movement."

"By any comparison, our section of the public service is still greatly under-valued. The 1950's particularly were lean years for NALGO workers—though we have done a great deal in the past 18 months or so to regain the lost ground."

"But we are no longer talking of restoring standards or of returning to some previous level. That would carry the implication that some golden age in the past was so satisfactory that all we need to do is get back to it."

"Nor do we talk in specific salary levels. Events move so rapidly that it would be foolish to define our object in terms of salaries, when it could be out of date within weeks."

### "Job for every member"

Other sections of the public services were staking their claims, he said. The police and the teachers had already moved.

"If we are to achieve the results you and I expect, we must engage in this struggle with at least the same devotion that these other sections are putting into it. This is going to involve a continuation and intensification of our public relations policy to an extent we have not had in the past."

"That will mean work for the N.E.C., but perhaps as much, and even more, it means work for you and every member of NALGO. Public relations must always be paving the way for negotiation. Unless that is done adequately, the efforts of your negotiators are going to be seriously handicapped."

Mr. Bingham stressed that there would be no attempt to secure uniformity in all NALGO's services.

"We shall use the results we get in one service to assist us in the others, as we have always done in the past."

Mr. Bingham concluded amid prolonged applause:

"If we are to secure this new policy, we must go forward with all the impetus, energy, en-

thusiasm, and determination which comes from the unity and unswerving support of our members. And I hope that you will demonstrate that you are with us in a struggle that will give us a substantial reward—but only in return for sustained, determined, and united effort on the part of all of us."

### LONDON PROBLEM

#### "Position getting worse"

F. H. Jex, Hendon, whilst supporting the N.E.C.'s policy in the long term, stressed the need for immediate short-term action in London.

"We hoped," he said, "that last September's local government award was going to put things right. But the position has not changed one jot! In fact, it is probably still deteriorating."

The number of black-coat vacancies in Central London was increasing by 20,000 a year. But grammar school pupils were taking science courses, whilst secondary modern pupils preferred manual and semi-manual jobs, where they got maximum pay at 21.

"So you can see that the squeeze is on us in two ways," said Mr. Jex.

### "Obstacle race"

"Industrialists are either moving out, or are employing sick personnel officers who are not tied by examination bars, the Charter, or the scale. Against this, all we can offer up to £1,000 a year is an obstacle race. And they just don't come. We have tried to bring this to the notice of the National Joint Council, but got no sympathy there."

Mr. Jex went on to tell Conference of his own authority's staffing difficulties. Of 380 established staff, 71 had less than one year's local government experience, and 207 lacked the required qualifications. In the last three years, there had been 144 resignations.

"There is a special problem in London," he concluded, "and, unless something is done about it, we are likely to get a breakdown of the Whitley machinery as we know it today."

### L.G. SCHEME READY

#### "Employers will resist"

George Ashton, N.E.C., leader of the local government staff side, asked Conference to consider the motion in its broadest terms.

"We have co-ordination between all services," he explained, "but that does not mean uniformity. We must allow each service freedom of movement to negotiate under the new policy."

In local government, the negotiators had looked ahead in two ways. First, through the NALGO joint consultative



"... the squeeze is on us in two ways"

committee, upon which all the professional societies were represented. At NALGO's instigation, that committee had set up a fact-finding body, which had collated information to be used in support of claims under the new policy.

Secondly, a sub-committee of the local government service conditions sub-committee had, for the past nine months, been working out a new salary structure for local government.

"This," he said, "proposes a basic grade comparable to any-

## Brighton does it!

Career grade to £1,140; typists to £755

BRIGHTON town council has given a lead to the local government National Joint Council and all local authorities. On June 29, it agreed unanimously and without a word of dissent to:

1. Replace the present general division, clerical division, and A.P.T. I-III with a single career grade, giving automatic progression from £260 to £1,140 to every qualified officer;

2. Allow all qualified shorthand typists, copy-typists, and machine-operators to progress to the maximum of senior scale B—£755;

3. Increase from 50 per cent to 100 per cent its reimbursement of the removal expenses of newly-appointed officers; and

4. Give car allowances (and full facilities for car purchase) to all officers for whose work a car is necessary or where it would save the council money after reckoning the true value of the time saved by car travel.

The new salary arrangements come into force on April 1, 1962. Other details of the scheme, which was recommended by a working party and based on proposals of the chief officers and a deputation from Brighton branch of NALGO, include:

A ban on the appointment of new entrants who have not passed G.C.E. in at least one subject;

Appointment of new entrants at any point on the new grade for which they are eligible by ability, experience, and qualification; and

Improved training facilities—including, if possible, "sandwich courses" at the University College of Sussex.

Brighton claims that this scheme does not conflict with the National Charter save in one respect. It allows officers in the "special classes"—welfare and child care officers, and public health and weights and measures inspectors—whose maximum is now A.P.T. II

thing elsewhere. We have not put a figure to it, though we have got one in mind. But the actual figure will be left until we table the claim, because we want to see what is happening immediately before we put our case to the employers."

The new proposals would also take into account an extension of the APT scales to include the

or thereabouts to go to £1,140. On this, the working party commented:

"It is in these very categories that the council has had much difficulty in recruiting... we are not prepared to recommend that they should not proceed, when qualified, to the salary that all other qualified officers may proceed to."

The council has done this, its report explains, because "it is utterly useless to point to a grading scheme which gives no guarantee of progression beyond the commencing salary of a newly-qualified shorthand-typist in London or as much as the average wage of a labourer."

"The working party accepts without reservation," it adds, "the opinion of the chief officers that, to prevent the serious wastage and turnover of staff, there should be provided salary scales equivalent of those in business competing for quality staff, and to remove the curse of 'dead men's shoes'."

What will it cost? The report estimates the increase at £15,000 in the first year, rising to £50,000 after four years. Since, however, normal regradings would have cost £15,000 by then, the net annual cost after four years would be about £35,000—an increase of 44 per cent of the total salaries bill of £750,000.

"This," the report comments, "is a comparatively small sum when compared with the corporation's total administrative costs."

Moreover, since it is likely to produce a better type of recruit and to reduce the present serious wastage of trained officers, "it is bound, in the long run, to be more economic than the present system."

present "lettered" grades of senior officers when the "charter ceiling" was finally removed, and would seek good points of assimilation.

"I would be foolish," Mr. Ashton warned, "if I left you with the idea that we have only to ask, and the employers will agree to it. There will be resistance—very



F. H. JEX

"No recruits in London"

serious resistance—to what is the biggest move made in local government since we became organised as a Whitley Council."

Mr. Jex had raised the problems of London. Those were recognised and would, of course, be taken into account.

"We must be careful about timing," Mr. Ashton warned, "Choose the wrong time, and the best case in the world goes down the drain."

### "We know what is needed"

But he ended on a note of assurance.

"We know where the local government service and our other services should be in this national economy of ours. We know how they should be recognised, and how they have not been recognised in the past. The structure we have built will help to put things right."

"Our problem will be to sell it, not only to the public, but to the other side of the National Joint Council. Our first and major problem will be to get this into negotiation" (cheers).

The motion was carried unanimously.



"... the best case in the world goes down the drain"

## 'Basic grade should go up to more than £1,000'

THE ONLY controversy on salaries policy arose over a South Eastern district amendment to the N.E.C.'s motion, calling for a basic grade rising to over £1,000 a year.

Its mover, W. J. Creed-Bailey, Surrey, stressed that, on the main salaries policy, the South East fully backed the N.E.C. But the idea of a basic career grade was a new one—the most fundamental proposal NALGO had made since 1946—and Conference should express a view on it.

"What do we mean by a basic grade?" he asked. "We do not mean a greatly extended general division. That would be too impractical. But our old three-tier structure is beginning to have an old-fashioned look. Our idea is a scale that will replace the general and clerical divisions."

### "Not a pipe-dream"

"When you consider," he went on, "that the maximum of the clerical division is now £915 a year, we don't think a basic scale rising to over £1,000 is in any way a pipe dream."

There would presumably have to be a bar, or bars, at certain points—and, of course, satisfactory safeguards for existing officers."

Insurance companies and banks had basic scales going to £1,000 a year or more, the basic scale for teachers and police went to £970, and teachers had

been offered one going to £1,200. Local government was the biggest employer in the country outside the government, and it had to compete for staff with commerce and industry.

"If local government is to survive, it must continue to provide



W. J. CREED-BAILEY

"Our salaries must compete"

those services which form the background to civilised life. It cannot work in isolation. It must pay salaries which compete with those offered by comparable employers."

"We know," he concluded, "that

it will not be easy to get what we are asking. But, if we succeed, it will be a real shot in the arm for our service."

"It would not give us Utopia, Viscount Hailsham told us in April that, by 1984, the average man's salary would be £2,000 a year. Let us, in 1961, take the first step to the first millenium" (cheers).

### "Protect present staffs"

A. H. Buckley, Bolton, whilst agreeing that the new salaries policy was the most important move NALGO had made since 1946, feared that the demand for a basic scale going to £1,000 or more for officers who had passed the qualification bars was moving towards a rate for the individual, rather than a rate for the job. That would be a big change in NALGO policy and members should consider it carefully.

And would there be adequate safeguards for present staffs?

"A thousand a year sounds fine to the man in the general division. But what about the man in APT II who already gets £960? Are the employers going to give him merely £40, to bring him to the basic maximum of £1,000, or are they going to give him an equivalent increase?"

We might well envy the (Continued on next page)



## 'Make this a clarion call... if others do not know what we are worth, let us tell them—in no uncertain terms'

salaries of men bank clerks, Mr. Buckley went on; but banks paid their women clerks much less. Of seven banks in Bolton, including "the big five," only one offered more than £630 to women clerks—and they did not get even that till they were 31. The only "bait" banks offered women officers was a higher salary at the beginning.

E. Alderton, N.E.C., left the platform to support his district's amendment. In a speech loaded with humour, sarcasm, and invective, he castigated the N.E.C. for not phrasing its motion in simple, understandable terms.

Quoting Seneca, Bacon, Shakespeare, the Firefighter, the Mayor of Blackpool, the President, and the Oxford English dictionary, he claimed that the motion was capable of many interpretations. And that, he said, was why his district had tabled the amendment.

"Our employers and the people as a whole," he said, "have undervalued us, because we have



E. ALDERTON  
"Add gin to the tonic"

undervalued ourselves. The motion does not value us—but the amendment does give it a sense of direction."

"We should make this a clarion call," he went on. "If other people don't know what we are worth, let it be said that at least we know—and let us tell them in no uncertain terms."

The N.E.C.'s policy was a good one. But it was like a gin and tonic, without the gin—it drowned you before you got the necessary effect.

### "Don't tie us"

For the N.E.C., George Ashton asked Conference to refer the motion to the Council for consideration.

"We are happy," he said, "to accept the reference in the spirit in which it has been moved. We are all in broad agreement—but please don't try to tie us to specific figures when the position is constantly changing. What we have in mind is in line with what the South East wants."

Both the movers and Conference accepted this assurance, agreeing to refer the amendment to the N.E.C.

### P.R. CAMPAIGN?

#### "We must explain to public"

Should the claim be linked with a publicity campaign? That question was raised by A. Jack, Glasgow, whose branch had tabled an amendment proposing a salaries structure similar to that of the civil service



A. H. BUCKLEY  
"What about man on APT II?"

and a "strong supporting public relations effort" to secure it.

To this, Mr. Bingham replied that the N.E.C. policy would involve "continuation and intensification of our public relations policy of putting over the work of the officer and his value to society."

"But," he went on, "that is not the same as attaching a direct publicity campaign to a salary claim. We have always felt that to do that would not help negotiations."

"We shall, however, need to extend and develop our present public relations activities of explaining to the public the value of the officer's work."

On this assurance, Mr. Jack

withdrew Glasgow's amendment.

After two further amendments, one from Southampton seeking a claim for "substantial increases," and one from Birmingham, calling for "an immediate claim" had also been withdrawn, Conference carried the N.E.C. motion unanimously and with acclamation.

A motion from Surrey County, demanding salary claims to secure "parity with comparable employment" was also withdrawn, and one from Lewisham and District electricity branch seeking a basic grade similar to those in banking, insurance, and the civil service, was referred to the N.E.C.

## Promise to review typists' pay

A FRESH look at the salaries of shorthand typists and machine operators will be made when NALGO works out its new salaries policy. That assurance was given by the N.E.C.

at the end of a debate on a motion and amendment asking that these scales should have the same maximum as the general division (or its equivalents).

The motion came from Essex branch, and was introduced by N. Porter

### £10 difference

The issue, he said, was straightforward. When the local government "Charter" was introduced in 1946, shorthand-typists were graded in the general division. When special scales were introduced for them in 1952, they retained the general maximum. The salary settlements of 1955, 1956, and 1957 preserved their parity with general clerks.

In 1959, however, a differential had appeared: clerks were given a maximum £10 above that of typists at the top.

It had been understood that this would be challenged in future negotiations. But last year's settlement had maintained the difference.

### "Evading equal pay"

The amendment, from the Yorkshire, Southern, and South Western district committees, extended the motion to cover machine-operators (more complex machines) and all services represented by NALGO.

W. A. Williamson, East Midlands, opposed the proposals. "You have given the Council a blank cheque to go ahead with a complete new pay structure," he said. "Refer this matter to it. It did a good job with a blank cheque in 1946, and it will do the same again."

Miss H. Warman, Coventry health service, supporting the motion, said that it highlighted one of the ways in which employers were evading equal pay. Qualified shorthand-typists, with many years' service, could never reach the same status as their men colleagues.

### Claim "illogical"

C. R. Gibson, Bristol electricity, disagreed.

"For many years," he said, "I have supported equal pay, and I do not oppose improving the pay of shorthand typists."

"But this motion does not say, 'Improve the structure,' or 'Improve the maximum.' It seeks the same maximum as for general clerks."

"That is illogical. If we are to be consistent, to talk of comparisons with comparable jobs in other services, we must compare like with like. The Royal Commission on the civil service could not accept that shorthand typists could be compared with clerks. They must, it said, be compared with other shorthand-typists."

"And our shorthand-typists are not doing so badly. In local government, they are £10 behind the general division maximum and in electricity, they are £23 behind. But they start at a salary approximately £100 more than the general

clerk—a fair recognition of the experience they bring to the job."

"In the electricity service, a general division clerk does not get the same aggregate salary as a shorthand-typist until he is 48."

A. S. Butcher, Northmet electricity, said that negotiators in all services were now being asked to press for a career grade.

"But are you going to ally your machine-operators', shorthand-typists', and typists' scales to that career grade?" Mr. Butcher asked.

### "Employers unconvinced"

For the N.E.C. Miss M. Townson denied that the claim for parity had been ignored in the last local government negotiations.

"The staff side did claim it," she declared. "But it could not convince the employers—because it could find no evidence either that shorthand-typists were getting a similar maximum in other services or that there was any difficulty about recruiting or retaining them on present salaries."

"Today," Miss Townson added, "NALGO has accepted a new-look salary policy. That includes all grades, in all our services. Therefore, we intend that every national joint council in which we

## BACK-DATE PRESSURE DANGERS

For the second year running, Conference rejected a motion which would have committed the N.E.C. to demanding that all local government pay settlements should be back-dated to the date of the original claim.

The motion came from the Banbury branch, and was moved by C. L. Marshall.

"Equality with pay outside is always our aim," he said. "But we shall never get it while we negotiate continually in arrears, and with no chance of recouping the losses we suffer during the negotiating period."

T. J. Hutton, N.E.C., explained the Council's opposition to the motion:

"There is no conflict on the principle of retrospectivity," he said. "The Council will strive for the back-dating of every award to the date of the claim."

### "Might hinder claims"

But to insist on back-dating as a condition of negotiation might prejudice future claims.

Better, concluded Mr. Hutton, to be able to point to specific circumstances and urge the justice of each case—which would be difficult if a general claim had been made and lost.

To this Mr. Marshall replied that to secure the principle of back-dating would benefit members more than the salary negotiators themselves.

But Conference did not agree. It rejected the motion.



## Queue

Speakers line up at the rostrum whilst awaiting their turn to speak in the salaries debate.

## LONG-SERVICE PAY DELAY

ANY future claim for special awards for every ten years' service is to be left to the discretion of the Association's negotiators in the various services. Conference decided this

when it rejected a Stanley branch motion criticising the Annual Report's statement that, after last year's unsuccessful attempts to secure some service increments, the Council thought it impracticable to raise the matter again too soon.

"I make no apology for bringing this bread and butter motion before you," said A. Bradbury, Stanley, "since the N.E.C. accepted the policy of long-service increments as long ago as 1958."

"What my branch wants is a very definite application to the employers on behalf of all NALGO services."

A. E. Fitton, N.E.C., opposed the motion. He reminded Conference that, as the Annual

Report made clear, the Council had accepted the principle of increments for every ten years' service.

"But it opens up a new field in our negotiations, because the only long-service award now made is in electricity—and that is a non-recurring lump sum."

"Then, too, long-service increments are criticised in some quarters as conflicting with the rate for the job."

"I ask you to leave it to the discretion of your negotiators to raise this matter in a future claim at the right time," he concluded.

Conference accepted this plea, and the Stanley motion was defeated.

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# PAY PROSPECTS EASE MOANING AT THE BAR

*"Higher standards spell higher salaries"*

**"PROMOTION BARS** militate against a qualified service. They stifle recruitment, because, to the uninitiated entrant, they look like a series of obstacles which have to be overcome. And they force the partly qualified officer to leave the service for better-paid work in other fields."

In these forthright words, T. Hadley, Staffordshire, revived a long-standing complaint. He did so by moving non-acceptance of a paragraph in the Annual Report which recorded that the N.E.C. had been unable to reconcile Conference decisions supporting a qualified service and asking for the removal or modification of qualification barriers.

"A year ago," said Mr. Hadley, "Conference instructed the N.E.C. to secure the abolition or modification of the promotion bar. The N.E.C. has done nothing. That is tantamount to a refusal to accept the instructions of Conference."

**"Will get worse"**

"We believe in a qualified service—ultimately. We challenge the N.E.C. to show that that is incompatible with modifying the present promotion bars."

"Our present path is leading to an unqualified service. Where else



can you find four promotion bars before you reach £960 a year?

"The Council says that the situation will be resolved in time. It won't. It will get worse! Authorities will be forced to recruit unqualified staff, and to allow unqualified and partly qualified staff to do work which should be done by qualified officers."

**"Higher pay the answer"**

M. J. V. Hale, Wimbledon, opposed the motion.

"How," he asked, "can we encourage local authorities to recruit juniors with the right qualifications if we abolish the bar?"

"The bar should not be where it is—but at the bottom, at £260, so that nobody gets in without a G.C.E."

Also opposing, C. W. Brudenell, Middlesex, said that the difficulties of the service today arose from inadequate



MRS. S. BRADSHAW  
"Attract school-leavers"

salaries, not from the promotion bar. That was the only way to a qualified service. Without it, the junior had no incentive to study.

"That will lead in a few years to a completely unqualified service—a negation of the policy this union has been working for for the last 50 years."

G. R. Ashton, N.E.C., agreed

that the answer was better salaries. He warned Conference that, if carried, the motion would play into the hands of those employers who wanted to lower standards by recruiting unqualified staff—for senior as well as junior posts.

"We say that local government should have a higher and higher standard of perfection—and, therefore, a higher standard of salaries."

**Attract the qualified**

Mrs. S. Bradshaw, Staffordshire, argued that, if the general

division bar were raised to a reasonable level, it would attract qualified school-leavers, because the prospects would be better.

A. E. Odell, N.E.C., maintained that the Council had carried out Conference's wishes. It had raised the bar in the local government general division by one point.

For once, Conference was satisfied, rejecting the motion.

Later, it adopted, with N.E.C. blessing, a Surrey motion calling the N.E.C. to secure abolition of the bar in the local government general division and equivalent scales in other services, together with a Yorkshire district amendment to retain entry qualifications.

**'That's a knotty point...'**



Taking advantage of a Conference break to discuss a member's appeal are (left to right) Geoffrey Drain (the Association's deputy general secretary), F. Eade (chairman of the gas committee), and Miss I. Seiler (secretary of Sussex county gas branch).

## DEMAND FOR L.G. TRAINING SCHOOL

Pressure for the setting up of a comprehensive training organisation in local government, comparable to the training divisions in the gas and electricity industries, was demanded in a motion from the Southampton branch.

Moving this, M. Reynolds said that his branch fully accepted an amendment by the North Eastern district committee, proposing that the cost of such a training organisation should be borne by local authorities.

**Social welfare**

T. Sutherland, Greenock, asked if the Association could look into the question of providing a course that would be acceptable for social welfare officers. Perhaps NALGO itself could consider arranging a course that would be of examination standard and acceptable as a qualification to local authorities.

W. P. Appleton, N.E.C., said that the Council would look into this, and that it supported the motion and amendment.

Both were carried.



T. HADLEY  
"They stifle recruitment"

## Boundary revision fears calmed

The first day of Conference coincided with the publication of the Local Government Commission's report on the new West Midlands review area. P. P. Rosenfeld raised a laugh by introducing himself as speaking for "what is likely to be left of Staffordshire."

He sought an assurance that NALGO would make every effort to see that any reorganisation produced no redundancy, and that, if redundancy nevertheless occurred, the Association would safeguard the members affected. Many officers, especially of the smaller authorities which might disappear, were greatly concerned.

**"Few cases likely"**

For the N.E.C., A. E. Odell readily gave the assurance asked for.

"Of course," he said, "NALGO will do everything possible to avoid redundancy, and to deal with such cases as arise. Long experience convinces us that there are unlikely to be many."

The West Midlands provincial council had already appointed a special committee to deal with the problem, and NALGO would follow that policy in other areas affected.

## Inquiry no answer to service's plight

**"LOCAL** government cannot possibly hope to attract the type of people it needs if it is to continue on efficient lines unless members of the public are made aware of the vital role the service plays in their lives.

This can best be put over to the public at large through an inquiry conducted by an independent body, resulting in nation-wide publicity."

So said R. A. Hamm, Hastings, seconding a motion by Hastings and Worthing, which called for an independent inquiry into the administration of local government.

"Our image in the public eye is indistinct, shadowy and perhaps a little out of focus—we are 'those people at the Town Hall,'" said V. B. Todd, Worthing, introducing the motion.

"As the President declared in his address, we have perhaps been too concerned with the public good

fluent daily papers—and the 'posh' Sunday ones; questions must appear on the order papers of the House; pressure must be brought to bear."

"We are always told that local government took its first faltering steps under Elizabeth I. Now, under Elizabeth II, let it be strengthened to stride boldly into the brave new world."

**"Handing over N.J.C."**

The National Executive Council was less optimistic. Its spokesman, G. R. Ashton, pointed out that the motion proposed something like a Royal Commission. Conference knew how long commissions took to do their work.

What would be the effect on the new salaries policy?

"The first approach to the employer's side would bring the response 'You're suggesting a new method of dealing with salaries now. We will take no action until this Commission has reported.'"

"And," said Mr. Ashton, "most of you male members will have grown beards down to your waists before you get any result."

"Do we," he asked, "after building up a Whitley machinery in local government, want to hand it over, lock, stock, and barrel, to somebody whose conclusions we can't anticipate, and whose constitution we wouldn't even know?"

"Let us not hamper the machinery we have got by suggesting its transfer to some other institution where we would have no say in the result."

**"Not the time"**

The Whitley machinery had its faults, but it produced results. This was not the time to start hitching NALGO's wagon to a new kind of star.

In answer to a question from R. Billings, Society of Chief Inspectors of Weights and Measures, Mr. Ashton said the N.E.C. was looking at the Coleraine type of negotiating machinery, though this was far from being all that NALGO would desire.

Conference agreed with the Council that an independent inquiry would not be timely—and the motion was lost.



R. A. HAMM  
"Nation-wide publicity"

to seek our proper share of national prosperity."

The government should be urged to set up a body of men and women drawn from those enjoying a high reputation in the life of the country, skilled in public administration, and of undoubted probity, to conduct the inquiry.

**Apply pressure**

"Let us produce all our evidence for their consideration," Mr. Todd went on, "and who can doubt that their conclusions will be favourable to our cause?"

"We are not naive enough to assume that the government sets up inquiries for the asking. There must be letters in the in-

# Council told to fight for 5-day week

**THE NARROWEST** vote of Conference was on an amended motion instructing the N.E.C. to press for the five-day week by national agreement. It was carried, against N.E.C. opposition, by 483 votes to 477, after a count of hands.

Moving the motion, B. Rosser, Abingdon and district, explained that the N.E.C. policy was to leave it to each branch to persuade its employing authority to adopt the five-day week. That was "absolutely wrong"—the N.E.C. should be told that it was its job to fight the battle, not to leave it as a "free-for-all" struggle.

**"On way to success"**

For the N.E.C., A. E. Odell assured delegates that it wanted to get a five-day week for all. It had persuaded the employers nationally to accept it in principle. But they had insisted that, in the public interest, its application should be left to local negotiation, since circumstances varied between one area and another.

"But we are well on the way to getting it fully applied," he declared. "More and more authorities are applying it. Some are waiting for their staffs to decide whether they want it."

"Nor are we leaving it there. We shall continue to ask the employers' side to bring pressure on local authorities. And all our machinery, national and local, is available to further this cause."

C. J. C. Dingley, Havant and Waterloo, argued that Mr. Odell had not put the position

accurately. It raised two fundamental issues:

"First, there is the principle for which we have joined together, the basis of trade unionism. To leave negotiations to



branches is a complete denial of our purpose.

"Second, the attitude of 'leave it to local negotiation' could be the thin end of the wedge. Before you realise it, salaries and other issues could suffer a similar fate."

"We belong to NALGO so that it can fight our battles."

D. Stobbs, Tamworth, supported the Council: "Don't ask the N.E.C. to press

for this nationally," he appealed. "Negotiation would take a long time—which could be put to better use, on salary negotiations for example."

"This is a job for local joint committee—let them get on with it."

But Conference disagreed, adopting the motion.

**35-HOUR WEEK**

**Early action sought**

Earlier, however, it had supported the N.E.C. by rejecting a move by the Stanley (Durham) branch not to receive a paragraph of the Annual Report stating that the Council had referred to the staff sides of appropriate Whitley Councils the instruction of last year's Conference that it press for a 35-hour week without loss of salary.

The mover, A. Bradbury, sought an assurance from the N.E.C. that it would make an early approach to the employers.

"Certain trade unions," he asserted, "have recently got a shorter working week—and the wind of change in working hours must also blow over NALGO."

**"Get 5-day week first"**

Replying for the N.E.C., C. A. Smallman, said that, whilst the 35-hour week was now Association policy, and the negotiators were considering how best to obtain it, there

were difficulties to be overcome. "Except in certain isolated groups of commerce there is no precedent for the 35-hour week. Such a move on our part would be breaking fresh ground."

"Nor have all employers yet agreed to the five-day week. We think that it would be wiser to get the five-day week everywhere first."

A later motion and amendment, calling for "publicity" or "action" on the 35-hour week, were not reached, and were automatically referred to the N.E.C.

**TAILPIECE**



Card vote



## 'Speed action to help social workers'

KEEP ON pressing for early application of the recommendations of the Younghusband report on local authority social workers—that was the unanimous instruction of Conference to the N.E.C., when it adopted a Birmingham motion.

The motion told the Council to give particular attention to: The establishment of a staff training centre; Conditions and salaries for social and mental welfare officers; and Improved facilities for the release of staff for training courses.

It was formally moved by A. J. Bowen, Birmingham, and was, with the N.E.C.'s support, passed without discussion.

### 'Not electrified'

Earlier, however, Conference had spent some time discussing the same subject during debate on the Association's annual report.

D. M. Fleet, Gloucestershire, had moved the reference back of the paragraph dealing with the Younghusband report.

"Last year," he said, "we accepted reference of a motion similar to this year's Birmingham one, on the grounds that it would be dealt with as a live issue. But social workers have not been electrified by the results."

The Council now reported, he went on, that it had applied for representation on the National Council for Social Work Training. But rumour had it that there were only five places left on that amongst 55 organisations. What chance had NALGO of securing one of these?

### Courses for 45 only

The Ministry of Health and the Ministry of Education had arranged three pilot training courses to start in September this year. Between them, these courses would take 45 students—which meant one student each from a quarter of the local authorities concerned.

"And who will the authorities send?" said Mr. Fleet. "I suggest it will not be the officers the Younghusband report recommends, but the lowest-paid officers, so that it will cost them less."

"All the N.E.C. can tell us about the Staff College is that it

officers strongly for representation on the Council for Social Work Training. We said that we had material contributions to make."

The chairman of the council had been appointed. He was Sir John Wolfenden, chairman of the Local Government Examination Board.

"He is sympathetic to our point of view," said Mr. Ashton, "and, lacking a direct representative of NALGO, I would have no hesitation in placing our interests in his hands."

### Charter 'to build on'

On salaries, Mr. Ashton said that whilst they had not got all they wanted, the new "charter" for welfare staffs was a good one, on which they would build for the future.

"We have done more for the social welfare service," he said, "in this one year than has been done in any other number of years."

The proposed staff college had been discussed at length. It was a subject in which the local authority associations had a big interest.

"We are using our influence to press this forward, and we can



D. M. FLEET

"Do something urgently!"

look forward to some action in the not too distant future."

"Don't send this paragraph back," he appealed to Conference. "It is factual. Accept our assurance that we are doing everything to meet your wishes."

Mr. Fleet did so, withdrawing his amendment.

### Pay critics fail

Two other motions on similar subjects were lost. One, from Herefordshire, expressed dissatisfaction with the salary award for social and mental welfare officers, and asked the Council to re-open negotiations to improve the gradings of these officers. The other, from West Hartlepool, called upon the N.E.C. to take steps to allow staff employed before September 1, 1960, to cross the bar in the scale for these officers.

### COULD COURT BACK UP BACK-DATING?

There is one big anomaly in the Terms and Conditions of Employment Act, said J. M. Miller, Ayrshire, asking a question on the section of the Annual Report dealing with this.

"Where a joint council makes a retrospective award, and an employing authority refuses to implement it, and where the case is referred to the Industrial Court, the Court has interpreted the Act as saying that it can order the award to be made only from the date when the application was made to the authority."

"Would it not be a simple matter," he asked, "to have the Act amended to allow the Court to implement the original award?"

G. R. Ashton, N.E.C., said that NALGO, with the support of the County Councils Association, had tried to get this amended at the Bill stage—but without success. There had, however, been one case where NALGO had managed to get an earlier date.



### Happy shop!

"How about a new NALGO tie, sir?" Albert Nortrop, N.E.C., tries to interest Bert Fitton, N.E.C., in one during a call at the NALGO shop. Throughout Conference week, the shop was manned by volunteers from the Blackpool branch, some of whom are looking on. The shop did a roaring trade in NALGO colours and NALGO rock.

## 'FREE' PENSION IS NEXT OBJECTIVE

NON-CONTRIBUTORY pensions for all services covered by NALGO—that is the Association's new target in the pensions field. A Windsor and district motion instructing the N.E.C. to "investigate the possibility" was backed by the N.E.C., and enthusiastically adopted by Conference.

B. P. Denyer, moving the motion, said that members were getting tired of seeing those in other employments enjoying, not only higher salaries, but also free pension rights.

J. Besserman, supporting for the N.E.C., warned Conference that the plan must be regarded as long-term policy.

So far-reaching a reform could not be achieved overnight. But the Council would investigate it thoroughly.

### "Frozen" pensions, too

Conference also adopted, without debate, a motion from the South Western district committee endorsing the N.E.C.'s efforts to obtain "frozen" pension rights for every officer who leaves the service after an appropriate period of employment and to protect the pension of the widow of a man who died whilst his pension was frozen.

A Sheffield motion, asking for better pensions for widows without higher contributions or reduction of the officer's own pension, was referred to the N.E.C.

Also referred to the Council

### PUT UP PENSIONS!

Conference responded unanimously to the N.E.C.'s appeal to help the retired member. It carried a Council motion calling on the Government to increase public service pensions immediately—and to base the increases on other factors than the cost of living.

Moving this, J. G. Iles, chairman of the Council's law and parliamentary committee, said that these pensions were last increased in 1959—and then only for officers who retired before 1957—and then only for salary awards since then, in which pensioners had not shared.

"We think that is wrong," he declared, amid cheers. "We also think the Government is wrong in saying that pensions increases must do no more than relieve hardship."

"Pensioners should not only be relieved of hardship. They should have some of their lost purchasing power restored."

## WHY CALL US A DOG'S DINNER?

Transfer from the "red" to the "purple" book, and something better than their present "dog's dinner" name—these were the two main changes asked for by J. Meek, Liverpool, on behalf of the "Miscellaneous" classes of officers.

Mr. Meek introduced a motion by the Liverpool branch, asking Conference to "note with concern" the dissatisfaction among these officers, and to direct the N.E.C. to report on the practicability of bringing them within the local government "Charter."

"Many Miscellaneous officers," he explained, "feel that they have inferior status, and that their service conditions are not given the same attention or priority as those of officers covered by the Charter."

The name "Miscellaneous Classes," they felt, did not reflect the dignity of the officers and of the jobs they did. A more fitting title should be found.

Supporting the motion on behalf of the N.E.C., Miss M. Townson said that the Council

'Public Service' offers two prizes, of £1. 1s and 10s 6d, for the best new title for "miscellaneous" officers received before August 15.

had been trying, for two years, to get these officers into the "purple book" (the local government "Charter"). As for changing their title, it would be difficult to find an acceptable alternative. But, on both problems, the Council would report to the next Conference.

Miss Townson also gave an assurance that the Miscellaneous scales would be looked at when the Association's new salaries policy was being worked out in detail.

The motion was carried.



"... not electrified by the results"

is 'under review.' The local government examination board has been advocating it for 13 years—but has done nothing."

One of the biggest problems was that a bar had been put on the salaries of older people, who hadn't any likelihood of qualifying.

"All we are saying to the N.E.C.," he concluded, "is, 'Please take this back, and do something urgently!'"

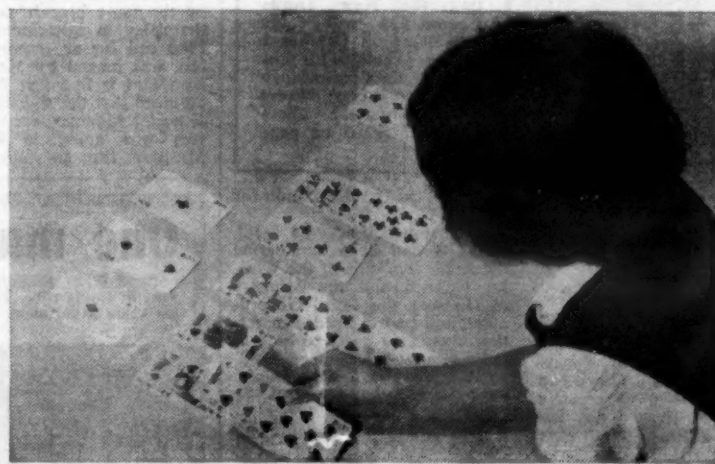
T. Sutherland, Greenock, said the work and problems of social workers were increasing, but NALGO was failing to keep their conditions up-to-date.

J. C. Chapman, Herefordshire, said that under the new salary scales, a welfare worker could not get more than £915 unless he was "qualified." But he had little opportunity to qualify.

### "We have done a lot"

For the N.E.C., G. R. Ashton claimed that, in fact, the Association had done a lot.

"A deputation pressed Ministry



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and investments to grow when they are with the

## LEEK AND MOORLANDS BUILDING SOCIETY

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All inquiries should be addressed to: G. H. LEES, D.F.C., F.C.C.S., F.V.I., Assistant General Manager, NALGO House, 8 Harwood Row, London N.W.1

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# 'HEAL THIS HEALTH SORE!'

N.E.C. must press for Whitleyism reform

DEFECTS in the health service Whitley machinery are a "festering sore." To let them continue is to invite employers in other services to try the same tactics. And, unless they are removed, NALGO's new salaries policy will mean nothing to health members.

These forceful arguments persuaded Conference to call yet again for urgent independent inquiry into the health service Whitley Council machinery.

This it did, first, by rejecting a paragraph of the Annual Report, second by repeating last year's demand.

The paragraph explained why the N.E.C. had taken no action. "Whilst your Council recognises the need for improvement," this said, "it knows from practical experience how difficult of attainment that would be. At the time of writing this report, the matter is, therefore, still under active consideration."

## 'Always arbitration'

Moving that this paragraph be not received, E. C. Allan, Winchester and district health service, said:

"Tell the N.E.C. to do what they've been told to do for the last six or seven years. You all know what happened to our last salary claim—arbitration again. We haven't had a claim settled through the Whitley machinery for the past eight years."

He was seconded by D. P. Jones, Metropolitan regional hospital board branch, who said that, in the health service,

99 claims out of a hundred went to arbitration. "I don't want to belittle the problems," he said. "It will be most difficult to get a change in this Whitley machinery, which is



rigidly controlled by the government because the government holds the purse strings.

"The N.E.C. must decide exactly what sort of negotiating machinery it wants in the health service. We may get a civil service pattern—in other words, we may be required to negotiate directly with the Ministry and the Treasury. Some may think that would be a pity, because our real employers, the boards and

committees, would have little say in what went on. But, in fact, they have no say at the moment, and the danger is that the Minister hides behind his shirt-tails to force through his decisions. In a different system, these people could well be available as advisers."

## 'Asking not enough'

For the N.E.C., Lewis Bevan, chairman of the national health committee, said that more than a simple request to the government was needed.

"Whenever we make this application, it has got to be in the form of a reasoned case that the Minister would accept. That must take its place among all the jobs we are given by Conference and our day-to-day negotiations."

"If we had made the formal application to the Minister, he would probably have told us that he wanted a lot of information to justify our claim that the system wasn't working."

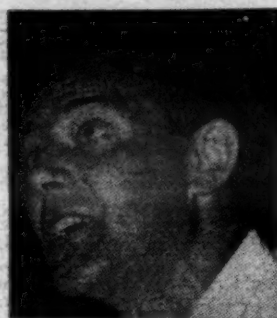
The Guillebaud Committee, and other independent investigators, had already examined health service Whitley councils, Mr. Bevan pointed out. During the last 12 months, a number of professional societies had gone to the Minister, with the support of some Members of Parliament, to ask for an independent inquiry. They were told that, if there was dissatisfaction, there was always the right to go to the Industrial Court.

"If we are going to get anywhere on this," said Mr. Bevan, "we shall have to secure the support of most of the 70 organisations which have representatives on the staff side."

Conference refused to accept this explanation. By a big majority it adopted the motion—and this became the only paragraph of the annual report to be rejected.

## 'Some employers with us'

Nevertheless, the N.E.C. returned to the same argument when it opposed a later motion by the same branch, regretting the delay in implementing the 1960 call for an inquiry. This, too, was moved by Mr. Allan, who said it had just been announced that the Association of Hospital Management Committees was going to ask the Minister for an independent



D. F. JONES

"Civil service pattern?"

inquiry into health service pay, which was "more or less what we're asking for."

"So there's someone on the employers' side to back us," he said.

## Constitutional issue

This time, the Council's spokesman was R. Morgan. To change the health service Whitley machinery, he said, would mean changing the constitution of the country, so that the service was no longer subject to treasury control.

"The last possible reason why a change would be to give the staff better agreements," he said.

Any request for an inquiry would have to be supported by evidence, and an inquiry would not necessarily put everything right nor produce the millennium.

But, once again, Conference overruled the N.E.C.'s hesitations, and carried the motion.

# Jobs for which boys in health service?

"THERE are already reasons enough to deter young people from coming into the health service. If they face the additional prospect of never aspiring to the top ranks because plum jobs are going to outsiders, then they will be put off completely."

This warning came from D. F. Jones, Metropolitan Regional Hospital Board, when he put forward a motion by the Hammersmith Hospitals branch, asking the N.E.C. to take all the necessary action to safeguard the interests of staffs in the national health service, so as to ensure that appointments to the most senior posts were filled only by people with the necessary experience in hospital administration.

"Even more important," added Mr. Jones, "is the effect such appointments have on people in the service, with perhaps 25-30 years' experience. They find that they are being passed over on short lists by selection committees which are under pressure to fill their quota of jobs for the boys."

## Government pressure

Mr. Jones said that health service members were worried about the tendency to award the higher grade posts to outsiders—ex-service officers, or former colonial civil servants who had had no experience in any of the NALGO services.

"I think it's no secret," he said, "that the government has brought pressure to bear on public authorities in this country to find positions for high-ranking ex-service officers who have retired, or who

may have been 'axed' as a result of government economies."

No responsible person would accept that these people should be thrown on the scrap heap, Mr. Jones added. Certainly, their skill should be made use of in the public services and in industry and commerce. But of all the services represented in NALGO, the health service was the most susceptible to pressure from the government since it was controlled and financed directly by it.

"I would like to make it quite clear," he said, "that we are not trying to prevent people from other services represented by NALGO from coming into the health service at any level, nor have we any objection at all to these ex-service officers and ex-colonial civil servants coming into the health service at the right levels—in the lower and middle grades where there are vacancies for them."

NALGO, he added, had already protested to the Minister of Health about a recent appointment.

## Council to investigate

An amendment, substituting "health service" for "hospital," was moved by H. McKechnie, for the Scottish and Southern district committees.

This led Lewis Bevan, chairman, national health committee, speaking on behalf of the N.E.C., to point out that the Council had opposed the motion because of its very restricted wording. But, having regard to the way in which the motion had been put forward and the broader sense in which it was presented to Conference, the Council would now be prepared to examine it.

Conference agreed, and both the motion and the amendment were referred to the N.E.C.

# 'END TIME LAG IN WATER RE-GROUPING'

Long delays in amalgamating water undertakings were criticised in a motion from the Rhyl and district branch.

These delays, said the motion, injured the public by holding up new water supply schemes and development plans, and caused needless frustration, worry, and apprehension to the staff of the undertakings. It therefore asked the N.E.C. to discuss with the government ways of speeding the amalgamations.

Moving the motion, D. N. Caley said that members in the water industry did not quarrel with the principle of regrouping undertakings. It was inevitable. "But the government has left it to authorities to amalgamate voluntarily and this has led to long delays, because of the complexities of the procedure and the need for exhaustive discussions among the authorities concerned."

"Sometimes, paradoxically, the process is quicker when there is disagreement, because then the Minister uses compulsion. "But sometimes, when there is a lot of enthusiasm for regrouping, sheer procrastination or needlessly protracted negotiations over detail have caused delays of several years."

## Time-table wanted

As a result, new schemes were held up, since the Minister would not sanction loans; equipment was allowed to deteriorate; reviews of establishment were deferred; and staff morale suffered.

One solution, Mr. Caley suggested, would be to ask the Minister to introduce a time-table for amalgamations.

H. R. L. Strawbridge, N.E.C., chairman of NALGO's water committee, said the Council would take all possible steps to improve the situation.

Conference carried the motion.

# 'More new towns' call to government

NALGO IS to urge the government to go on building new towns "as an essential part of national evolution and progress."

This was agreed unanimously on a motion tabled by Hemel Hempstead development corporation branch, supported by the N.E.C.

The motion declared that the new towns were now widely recognised as a social and financial success. It called on the N.E.C., in addition to pressing for a continuing programme of new towns to:

Regret the government's delay in taking action on the New Towns Act, 1959, and the frustration this was causing their staffs; and to seek continuity of employment for those staffs.

## 'Use their knowledge'

Its mover, G. Fox, said that new towns staffs had entered the service as pioneers of a new social experiment. They had given them the most creative years of their lives. Now that the first new towns built were nearing completion, they faced the prospect of being thrown out of the service without compensation.

"Unless the government acts quickly," he warned, "the service will lose valuable, experienced officers and these officers will find



... hammering the employers' side ... and the ministry...

it difficult to return to local government at anything like their present status. We want the government to use these officers in building more new towns."

A. E. Nortrop, chairman of the New Towns Whitley Council

Since Conference, the Minister has announced that the New Towns Commission will come into being on October 1 and has circulated his proposals to limit redundancy and compensate officers made redundant. These are summarised on page 25.

staff side, backed the motion for the N.E.C.

For some time, he said, NALGO had been hammering the employers' side of the Whitley Council and the Ministry of Housing and Local Government, and had succeeded in getting a working party to look at redundancy and compensation.

"We also had a most helpful interview with the permanent secretary to the Ministry and, more recently, she met a deputation from both sides of the Whitley Council. As a result, a circular will soon be going to development corporations dealing with compensation provisions."

"These provisions don't go as far as we would like, but they go far enough — and they are not obligatory for all time. If we find difficulties, we can go back to the Ministry and ask for a different arrangement."

"I can also tell you that the Minister will announce the formation of the New Towns Commission very soon. We hope that some new towns officers will be recruited by the commission."

"We are also discussing the possibility of transferring staff from completed new towns to those not yet finished and to the additional ones the government has announced."

## Wanted—one service

H. Fearn, Harlow development corporation, said that the staffs wanted an overall new towns service which would be the recruiting field for all new towns.

"At the moment," he said, "the Ministry is following the stupid policy of allowing the commission, and the still developing new towns, to recruit from anywhere, whilst officers are becoming redundant in places like Hemel Hempstead and Crawley."

Conference adopted the motion unanimously.

# MOVE TO END FAIR-WEATHER OVERTIME IS DEFEATED

WHEN would you rather work your overtime? In the spring and early summer? Or in the days after Christmas and New Year?

At present, the financial year of the national health service ends on March 31, which means that many staff in finance departments have to work overtime between then and July 31, doing final accounts, costing, and so on.

To avoid this, the Leeds and

district hospital branch wanted Conference to ask the N.E.C. to explore the possibility of changing the year-end to December 31.

Introducing this motion, a local government member, P. W. Bond, Yorkshire district committee, said the present system interfered with annual holidays and kept staff working late when they should be enjoying their leisure time.

From the administrative point of view, too, difficulties in duplication was caused by the fact that, although the financial year ended in March, the date for returns was December 31.

The Association of Finance Officers of hospitals was actively considering the change suggested, Mr. Bond pointed out.

## Which change needed?

Opposing the motion, H. R. Wray, Central London Teaching Hospitals, said he was a member of a finance office and knew only too well the great strain under which finance department staffs worked during the period November to May under the present system. The suggested change would mean transferring most of that work to the under-staffed holiday period.

"The more sensible suggestion would have been to alter the year-end for statistical returns to the Ministry to March 31, to coincide with the final accounts, not the other way round."

D. Irons, Edinburgh and district health service, opposed any disturbance of the Scottish New Year holidays.

"But," he added, amidst laughter, "if the proposers would care to alter the date to December 26, we've no objection."

Lewis Bevan, N.E.C., said he could see no merit in the motion.

"We are running a service on Exchequer funds," he said, "and these are geared to March 31. The Chancellor's estimates for Parliament are from April 1 to March 31. Your Council can see no chance whatever of getting any alteration."

Conference evidently agreed, and the motion was lost.

# One man and his dog

Blind Wally Kinder, from Birmingham, brought his guide-dog, Sue, to Conference. Two years ago, another blind delegate, from the same department, spoke in a debate, using notes in Braille.

Photo by Daily Herald







# 'LEND TO ME - AND SAVE £5,000' SAYS TREASURER

"WILL YOU lend me £50,000, free of interest, to help me over a sticky patch?" That was the plea made to delegates by Bernard Jennings, NALGO's new honorary treasurer, in his first Conference review of the Association's finances. Delegates applauded his plan—which he sent to every branch immediately after Conference.

Why did Mr. Jennings want this loan? He explained.

Last December, he told delegates, when the balance sheet was prepared, the Association's reserves—apart from the ancillaries—totalled £1,190,000. Of this, Headquarters held £847,000—£493,000 in the special reserve or "fighting" fund, £282,000 in the general reserve fund, and £72,000 the net assets of its holiday centres. Branches held £320,000 and district committees £23,000.

But, of Headquarters' £847,000 only £5,000 was in cash. The rest was mostly in fixed interest securities which could not be

## £5,567 ALREADY

Within a month of Conference, ninety-three branches had responded to the Treasurer's call, with loans totalling £5,567.

sold today except at a heavy loss. And he expected a £40,000 deficit for 1960.

"We shall recover from this position when subscription income increases," he went on, "but not for 18 months to two years. In the meantime, the cash position will get worse."

"So, we face the prospect of a £50,000 overdraft for the next year or two. That will cost the Association £5,000 in interest. And I do not like paying interest."

"But there's a way out. Of the branch reserves, £189,000 is not invested. It is cash in hand or at the bank; £86,000 of it is owed to creditors—but that leaves £100,000 lying around."

"I am going to be naughty and ask you for some of that as an interest-free loan."

"It would not be a raid on balances. It would be repaid on demand—or sooner. But it would save you paying £5,000 in interest."

"An average of £50 from each of 1,200 branches would give me what I need."

## Big rise in costs

Mr. Jennings, who was warmly welcomed to his first Conference as treasurer, had begun by reviewing last year's accounts. Though subscription income had increased by £24,000, he said, the year ended with a deficit of £6,000, compared with a surplus of £34,000 in 1959.

"In other words," he said, "there's been a turn-around of £40,000."

Why was this? The main reason was that Headquarters' expenditure had increased by £47,000. This included a net increase of £12,000 in salaries because the staff were now being paid at local government rates and of £35,000 in rent because of the move to new headquarters.

## Work expanding

Other costs had risen because of expanding work and higher expenses—district organisation by £4,000, Conference and N.E.C. by £2,500, Parliamentary and legal work by £2,000, Whitley Councils by £500, education by £2,000, Public Service by £1,000, special activities by £1,700, and miscellaneous items by £3,000.

With the £47,000 increase for office accommodation and salaries, the total increase in expenditure was £63,000.

The holiday centres had both shown deficits—Croyde Bay of £665, Cayton Bay of £9,635. Fees had been increased, and next year's balance sheet should give a brighter picture.

## INVESTMENT "LOSSES"

### Strong case for equities

Mr. Jennings then turned to investment policy.

The Association's reserves, he said, were invested in fixed-interest trustee securities, the market value of which had fallen—the special reserve fund by £17,000, the general reserve by £29,000, the staff superannuation fund by £99,000, and the Benevolent and Orphan Fund by £24,000.

But these losses were only "book losses." They would become real losses only if the securities had to be sold before they matured.

The new Trustee Investment Bill, likely to become law soon,

would enable NALGO to invest half its funds in equities—the ordinary shares of companies. Should it do that?

"My opinion," said Mr. Jennings, "is that the case for buying equities is indisputable on any reasonable forecast of the course of our national economy. Inflation has been with us for years, and there is no indication that it will not continue."

"A proper selection of equities should give us a share of higher dividends and capital appreciation, keeping our investments in step with inflation."

## Risks and 3-ways

"There are disadvantages—the possibility of dividend limitation, of penal taxes on profits, of international events over which we have no control—and the price of equity shares is high at present."

"And it is a long-term policy. Though equities, being based on tangible assets, tend to rise in value as the value of money falls, there can be alarming losses—as happened in 1929-31, when the market collapsed almost overnight. There can also be exhilarating gains, as in the past few years."

"But don't imagine that, if we venture into the equity market, we are going to make immediate profits. We may even make immediate losses."

"Therefore, a policy of buying equities must be a policy of buying to keep."

"How do our funds match up to that requirement? The superannuation fund is designed to meet long-term liabilities, and is, therefore, suitable for equity investment. If we invested part of it in equities we would probably—in

the long term—be able to reduce the equal annual charge."

"The Benevolent and Orphan Fund is less suitable, since you may need money quickly if claims rise, subscriptions fall, or further development is contemplated."

"Whether we should invest the general and special reserve funds in equities depends on you—on your trade union militancy. If you are likely to want money quickly, part at least should be invested in securities you can realise at any time without heavy loss."

"At all costs, you must avoid 'playing the market,' or buying equities to be realisable on a particular date."

"And we must consider the wisdom of switching current holdings at a heavy loss to buy equities—it is only in the long term that we can expect the loss to be recovered."

"These are the kind of problems the Council must consider. It is considering them very carefully."

## Subs are going up on Nov. 1

FROM November 1, three-quarters of NALGO's members—all earning more than £500 a year—will have to pay higher subscriptions. Conference decided this by accepting the N.E.C.'s proposed new subscription scale after a ten-minute debate.

The increases range from 6d. to 2s. a month, and are:

Annual salary	Monthly subscription	Old	New
		s. d.	s. d.
Up to £300	2	0	2
£301-£500	3	0	3
£501-£750	4	0	4
£751-£1,000	4	6	5
£1,001-£1,500	5	0	6
Over £1,500	5	0	7

Moving the proposal, Bernard Jennings, the honorary treasurer, said that an increase was essential to pay for ever-increasing services to members. Expenditure would be up by more than £50,000 this year.

The increase in membership was likely to bring in an extra £17,000, but the Association would still be £40,000 short.

The new scales would bring in an extra £80,000, of which branches would get £25,000 and districts £6,000, leaving approximately £50,000 for Headquarters—enough to provide a margin for further development.

## Recipe for solvency

Mr. Jennings' own recipe for a more solvent future for the Association delighted delegates:

"I'm ashamed to tell you," he said, "but more than 60 per cent of members are getting less than £750 a year, and thus pay subscriptions of between two and four shillings a month."

"The best way to make NALGO's finances buoyant is to get you into the six or seven bob class. If I can charge the four-and-sixpennies six or seven shillings, I shall be happy—and, if you're not happy at the prospect, you ought to be!"

Two amendments suggesting variations to the N.E.C.'s new scales were withdrawn; but three delegates were critical:

J. H. Fraser, Leeds, wanted the scales to be progressive to the top of the salary range.

A. P. Linnell, Lancaster and district health branch, suggested that branches had more money than they knew what to do with, and could well take a cut in the amount they retained.

K. E. Amey, Northamptonshire, agreed, suggesting that branches and districts might forgo their share of the increase.

But Conference supported the Council, adopting the motion with acclamation and by the necessary two-thirds majority.

## What makes a treasurer?

"I'm a little mystified how I got in this spot," the new treasurer told Conference.

"A few months ago, I had a phone call from the President and the general secretary. 'We want to see you,' they said. I wondered what I'd been doing that I should not have done. But it turned out that they wanted me to do something more."

"I started thinking about the qualifications for this job."

"Biggest number of rate increases successfully pushed through? Yes, I qualified there, all right—and they wanted to raise your subscriptions, so perhaps that was the main thing."

"Comic? Not unless you regard all Cockneys as comics."

"Brilliant? No, no."

"Impudent? Yes—you've already heard me begging without a licence."

"But one thing I don't know if they were looking for. It is the one thing I promise to give you—honesty of purpose."

## £50,000-a-year fund launched to build a new freehold HQ

THE DAY when NALGO will own its own Headquarters was brought nearer when Conference accepted the N.E.C.'s proposal to set up a new fund—the "Headquarters Premises Fund."

Every year, £50,000 of gross subscription income will be set aside for this purpose.

The only debate on this proposal arose from amendments tabled by the Metropolitan district committee, seeking to make it certain beyond doubt that the new premises were owned by the Association and to give the Council freedom to buy land on which to build. These were accepted both by the Council and by Conference.

## "Borrow from reserves"

But a motion tabled by the North Western and North Wales district committee took the matter a stage further. The money already accumulated in the Special Reserve Fund, it said, should be available at any time for the acquisition of new Headquarters, provided it was later repaid to that fund with accrued interest.

This might enable NALGO to get its new Headquarters during the next year or two, said W. Rowlands, introducing the motion.

For the N.E.C., Bernard Jennings, honorary treasurer, and F. V. Powell, chairman of the special committee on Head-

quarters premises, said there might be advantages in this proposal.

"I had this job given me last year," said Mr. Powell, "and I refused to go shopping on your behalf without any money in my pocket. I've been doing that sort of thing with the wife for 30 years, and I'm not going to do it in a professional capacity."

"To have the flexibility to clinch a site that became available would be a tremendous advantage."

But he felt that the wiser course might be to refer the motion to the N.E.C. so that it could be carefully considered. This would mean a year's delay, since, if the Council wished to adopt the suggestion, it would have to propose an alteration of rules to next year's Conference.

## "Think it over"

Reference was supported by C. R. Sandell, Pembroke and district.

"You have this year written strike action into the constitution," he said. "That is useless if we are going to borrow our liquid funds so that we cannot use them. Take 12 months to think this over."

Conference took this advice, and referred the motion to the N.E.C.

## Youth in conference

Youth committee chairmen from opposite ends of the country talk over their plans during a tea break: (left) John Gibson, of Manchester, and (right) Stephen Rouse, of Surrey.





# PUBLIC SERVICE

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Telephone: AMBassador 8030

## Now-it's up to us!

**IT WAS A MEMORABLE CONFERENCE.** No trade union Parliament that, in four days, sets itself a new and ambitious target, acquires the power to strike, declares war on non-members, opens its doors to a potential 200,000 more, and launches plans to inspire all with a livelier interest in its work, could be otherwise.

And it was a happy Conference. On the basic objective—a square deal at last for all members after these post-war years of disillusion—all were united. On strike action, the majority behind the N.E.C. was overwhelming. And, if the demands to deny union-won benefits to non-unionists and to recruit all nurses were carried in face of Council opposition, the difference was one of practicality, not of principle. Rarely, if ever, has Conference been so closely at one—with itself and with other white-collar workers, irking beneath falling standards, stirring with a new-found militancy.

Will this mood last? It is tempting, after such a demonstration, to think the battle won, Utopia round the corner. Tempting—but foolish. For Conference resolutions are but words, empty until they have been translated into action.

The new salary policy will be the first test. The cheers acclaiming it had scarce died away before a more ominous sound replaced them—the all-too-familiar cry of the Chancellor warning of yet another financial crisis, yet another round of tax increases, yet another demand for wage restrictions beginning, as always, in the public services.

We have heard it all before. In the past, we heeded it—to our lasting disadvantage. This time, we are certain, our leaders will close their ears. But the employers will not, and their resistance will be reinforced. To overcome that will call for all the skill of which the negotiators are capable and all the resolution members can bring to their support.

The other targets present problems of a different kind. The N.E.C. transport committee, strengthened by the strike motion, has taken the first step in a fresh move to win recognition and bargaining rights for those members still denied them. Whether it will need to use the strike weapon remain uncertain. If it does, the Conference vote should ensure the backing of members.

Prosecution of the other three vital decisions of Conference—the refusal of union gains to non-members, the more vigorous recruitment of nurses, and the education of members in trade unionism—must be matters largely for district committees, branches, and members themselves. In the absence of a national agreement, the first is pre-eminently a task for local negotiation. Coventry made a start some years ago. Conference has now given others the green light to follow. And only branches can recruit and inspire those recruited to use the education Headquarters and districts will provide.

Conference, therefore, has set arduous tasks for all, leaders and rank-and-file. Whether, how far, and how soon we fulfill them, is up to us—every one of us.

It is the aim of "Public Service" to encourage the fullest freedom of opinion. Unless the fact is stated, therefore, views advanced, in the editorial columns or in signed articles, should not necessarily be regarded as expressing considered NALGO policy.



## NALGO 'SECOND TO NONE'

### Minister of Labour's praise for Association's resolute support of collective bargaining

NALGO's support for collective bargaining was highly praised by the Minister of Labour, Mr. John Hare, when he addressed Conference on June 9. Commenting that the Association was represented on 16 different joint negotiating bodies, he said:

"Your record of strict observance

of constitutional procedure has been second to none, even though this has, sometimes tried your patience."

"In fact," Mr. Hare added with a smile, "you have the distinction of never having called a strike. Whether I shall be able to say that next year I don't know!"

Three outstanding features of the employment field, the Minister went on, were the growth in the numbers employed in local government, the increase in non-manual and clerical work, and the famous "bulge" of school-leavers.

"Ten years ago, just over 6 per cent. of all people in employment were engaged in local government work. By 1960, despite the activities transferred from local authorities to other organisations, the proportion had increased to 7 per cent."

"In 1951, one out of every ten people in employment was doing some form of clerical work. I have no doubt that the 1961 figures will show that the proportion is now even higher."

"It seems unlikely that the introduction of computers and other office equipment will do more than check this rate of increase—at least in the immediate future."

#### Bulge "heaven-sent"

This increase of non-manual workers had enhanced the size and importance of the "white collar unions"—as NALGO demonstrated.

Turning to the "bulge," the Minister said:

"This year, and even more next

year, more boys and girls will be leaving school than in any year since the war. Some people ask whether there is going to be enough work for them."

"This is easily answered. In some areas, they may find their choice of work restricted, but, throughout the country as a whole, boys and girls should have no difficulty in finding employment. Last month—after 100,000 had left school at Easter—there were nine vacancies for every boy or girl unemployed."

"I am sure that many local authorities have been looking forward to the bulge. Here is a heaven-sent opportunity for them to recruit the boys and girls they need."

#### Training needed

This influx of young people into employment made it essential to make the fullest possible use of their varying abilities. That meant proper training.

"Too many people," said Mr. Hare, "think of training solely in terms of apprenticeship to traditionally skilled crafts."

"It is just as important that the people in non-manual jobs should be properly trained. Your Association is well aware of this fact, and has given tangible evidence of its belief in training."

"You have also shown the importance you attach to young people by your 'Accent on Youth' campaign and your 'Welcome to Citizenship' activities. I am sure I can safely rely on you to do all you can to ensure that these extra numbers of boys and girls receive the best possible training."

Stressing the need to improve human relations at work, the Minister said:

"One of the most significant features today is the contrast between successful negotiations at national level and the frequent breakdown on the shop floor. It is not enough for agreements to be made and good relations estab-

lished between leaders of employers' organisations and the trade unions. We have to see that the same spirit pervades the relations between every worker and everyone in a position of authority over him."

"Most of us like to work in an organisation that is efficient. The more efficient it is, the less likely is a man to feel frustrated and the greater interest he will take in what the organisation is trying to do."

"A man wants to be treated fairly—to feel reasonably sure that he will get a fair deal. He wants to know where he stands—not just to rely on the goodwill of management."

"It is just as important to avoid the opposite danger of having too much decided by the book. No two human situations are alike. Trade unions can do much to see that humanity is not forgotten."

"Most of us like to know what we are doing—to be 'put in the picture.' We want to hear arguments for a particular policy that will affect us, and an opportunity to discuss it. That is joint consultation—a recognition that those who give orders should have knowledge and understanding of those who are to carry them out."

"Joint consultation is a two-way process and needs just as much hard work from the trade unions as from the management. I was delighted to learn of the importance your Association attaches to it, and of the work you are doing to educate within your own movement."

#### "Splendid" doctrine

"NALGO's educational doctrine of 'to each according to his interest and to all for the asking' is a splendid one—though I am sure you do not overlook the need to arouse interest in the first place."

"What we urgently need today," Mr. Hare concluded, "is a willingness by employers and unions to examine their existing practices with a critical eye to see whether they match the needs of 1961 and the years ahead."

"I am convinced that only by a greater spirit of co-operation between all of us, whatever kind of work we do, can we increase the prosperity of our country and promote the happiness of all."



The Minister of Labour (left) wore the Robin Hood Conference emblem when he addressed delegates.



# President calls members to 'a great crusade'

## Fair deal claimed for society's 'first-line troops'

**"I APPEAL to every member of NALGO to join with us in a great crusade to win for Britain's 300,000 local public servants their rightful place in our society; to have them recognised as the first-line troops defending that society against sickness, squalor, ignorance, poverty, and national decline; to win for them the rewards to which they are entitled; and, thereby, to make their services more efficient and the nation more prosperous."**

This rousing call was the keynote of the opening address to Conference by the President, Tom Belton.

It will be no easy task, Mr. Belton continued. It will require a transformation of thought among ourselves, among our employers, and among the public. It will demand hard work by every one of us.

It will not be attained tomorrow or the next day. But if we all unite in the crusade, the prize cannot evade us.

### "A new era"

Why is a crusade needed? Mr. Belton explained. It is to support the N.E.C.'s "new deal" salaries policy—unanimously approved by Conference—which, he declared, opened a new era in NALGO's trade union outlook.

Since the war, he said, that outlook and the measures it has inspired have been largely and inevitably opportunistic. We have had to use all our energies to keep afloat in the maelstrom between the Scylla of ever-rising prices and the Charybdis of wage-freezes. Today, we are emerging from the turbulent strait; and can plot our course through the calmer waters ahead.

The new policy sets that course. Our public services are grossly undervalued. For 14 years, their standards have been falling, with the result that, in many areas, they are failing to recruit or retain the best workers.

The services have been living on capital—the older officers recruited in pre-war days. That capital is now dwindling rapidly, through age or exodus into better-paid work outside, and is not being replaced to anything like the extent required. And that situation imperils the nation.

We hear much today about the need to make industry more efficient, to boost exports, to encourage enterprise and initiative. All these are essential;

but every one of them depends on our public service.

Industrial efficiency depends on healthy and educated workers, living in good homes and clean towns. Who keep the workers healthy, plan and maintain the schools in which they are taught? Who build the homes and keep clean the towns in which they live? We do—the nation's public servants.

The export trade depends on a trained labour force, on power and water, on good roads. Who maintain the technical colleges in which labour is trained? Who see that the power and water are there when they are needed? Who design and build the roads. We do.

### Too modest!

Enterprise and initiative depend on a lively people, protected against sickness, poverty, and squalor, given opportunity for invigorating leisure, encouraged to be mentally and physically alert. Who give that protection, provide those opportunities, stimulate that alertness? We do.

Behind every worker, every industry, every commercial enterprise in Britain today stand their public servants. If those public servants are underpaid and of poor quality, industry, and the nation with it, must languish. Only if those public servants are adequately paid, and the most efficient we can find, will industry and the nation flourish.

That is what we must tell our employers and the people as a whole. They undervalue us because we have undervalued ourselves. We have been too modest, too self-effacing, too strongly imbued with the ideals of public service to demand our just rewards.

### All must help

Yet that is what we must do—not in our own interests alone, but in the interests of every industry and of every man, woman and child in the country. For all, in the last resort, rely on us.

Can it be done? Can NALGO revalue its members' worth and persuade the nation to accept the revaluation? I

believe it can—but only if NALGO itself believes in its mission and works as one to accomplish it.

And NALGO is not the N.E.C. It is not this Conference. It is not the district committees, the branch officers. It is every single one of us, from the oldest member to the youngest recruit.

### T.U. EDUCATION "Vital enterprise"

It is because it realises this that the Council has this year embarked on what may prove to be one of the most vital enterprises it has ever undertaken—a great programme of trade union education. We want every branch to interest and educate its members in the ideals, the principles, and the methods of our special brand of responsible trade unionism, to stimulate the liveliest minds among our younger people to think about the Association's problems and work out their own solutions, to encourage the most active and enterprising to seek office in branch, district, and on the N.E.C.

It is a danger facing every organisation that, as its leaders grow with it, what was once young and vigorous becomes old and weary. That could happen to NALGO if we do not maintain its vitality with constant infusions of new blood. We must do all we can to keep our Association young in heart, mind, and energy.

### NALGO's GOOD YEAR Increases all round

NALGO has had a good year, said the President, advancing on every front of its wide-ranging activities.

Membership—the surest test—has increased by more than 10,000, to 274,000—more than double the figure at the end of the war. If this can be maintained, we shall reach 300,000 by 1963—a remarkable achievement, keeping NALGO well in the lead of all black-coated trade unions.

Salary increases have been won in every service. Those increases fall short of what we believe to be our due and their incidence has been uneven.

Nevertheless, they amount, in total, to close on £20 million a year that NALGO has put into the pockets of its members—and of those non-members who ride on our bus without paying the fare. That is a point departmental representatives could well make in recruiting.

And, since those increases have been won in a period of generally stable prices, the gains they represent have been real, not illusory. We have at last recovered, for many members, the ground that was lost in the Frustrating 'Fifties.

We have entered, united and strong, what I hope we shall eventually be able to acclaim as the Sunny Sixties. Or, if that be too much to expect in this uncertain climate, at least let them be known as the Solvent Sixties.

The modest increase in subscriptions seems a trifling price for so substantial a benefit. It represents something under a penny for every pound that NALGO won for its members last year alone—disregarding all benefits to come.

Our education work has broken all records. In 1960, the Correspondence Institute increased the roll of its NALGO students by 25 per cent—and the numbers go on growing. That increase it owes to the quality of its tuition—demonstrated by its out-

## FRIENDS AND NEIGHBOURS



**AS ALWAYS**, the last official act of NALGO's retiring President was to induct his successor. This year, the simple ceremony had a special quality of good neighbourliness, for the new President not only comes from the same district as his predecessor—the East Midlands—but from an adjoining authority.

He is Raymond Evans, clerk of Blackwell rural district council, Derbyshire, which is next door to Basford R.D.C., Nottinghamshire, of which Mr. Belton is clerk.

Presenting Mr. Evans to delegates, Mr. Belton spoke of their long friendship.

"It was about 1929," he said, "that I travelled from Lincoln to Nottingham to attend a meeting of the East Midlands branch of the then Association of Rating and Valuation Officers. There, I met another young officer who, like me, was doing a job in rating which neither of us knew much about, because it was new."

Mr. Evans entered local government in 1920, as a 15s.-a-week junior assistant with the then combined authorities of Mansfield Union and Blackwell and Skegby rural district councils. Each paid him separately, and he still has his first cheque for Blackwell's proportion of his pay—6s. 3d.

He has been a member of NALGO since 1927, was elected to the district committee in 1936, and to the N.E.C. in 1945. From 1953-55, he served as the Council's vice-chairman, and,

from 1955-57, was its chairman.

Mr. Evans has served on the Council's education, general purposes, public relations, and Benevolent and Orphan Fund committees of the Council, has also been vice-chairman of its law and parliamentary committee, and is on the board of governors of LOGOMIA.

He was a founder-member of the East Midlands Provincial Council, and a member of its staff side from 1939 to 1960.

His branch, Mansfield, celebrates this year the jubilee of its foundation, in July, 1911. He has been its president twice and its chairman once.

"No man," said Mr. Belton, "has done more to earn the highest office in this Association than Raymond Evans. He is a man of ability, a man of integrity, and one who will uphold and add lustre to its traditions."

Acknowledging the applause which welcomed him as the Association's President for 1961-62, Mr. Evans said that he appreciated the honour highly and would strive to prove worthy of it.

"With the unqualified support of my employing authority," he added, amid further cheers, "I am at your disposal for the next 12 months."

standing proportion of passes and the fact that its students gained first place in ten examinations. We have always claimed that the NCI was the best correspondence school in the country. Last year's experience underlines that.

### WIDE-RANGING WORK "All activities flourishing"

Our public relations work is growing apace. Branches and districts have responded with lively enthusiasm to the lead given by Headquarters in its campaign to "Cover the Country" with public relations activity and to put the "Accent on Youth."

Public Service continues to grow in range and popularity. This month, for the first time, we printed more than 300,000 copies—far and away the biggest circulation of any trade union journal in Britain and probably in the world. Some say that many members do not read it. If that be true, the loss is the non-readers'. Every issue in this past year has contained good news for one group or another—and of how many other newspapers can one say as much?

All our other activities—the wide-ranging legal work, the holiday centres, the Benevolent and Orphan Fund, the convalescent homes, the insurance company—are flourishing as never before. Since its amalgamation with Leek and Moorlands, the Building Society has enabled hundreds of members to buy their homes at better terms than any could have got elsewhere, has saved 10,000 borrowers from paying higher interest rates, and has added £10,000 to our general income—the amount of the subsidy we should have paid to the Building Society but for amalgamation.

### WORLD-WIDE LINKS "From A to Z"

Equally important, I believe, has been the growth of our international contacts. Since last June,

members of the Council, sometimes accompanied by the general secretary, have been entertained by parallel organisations in Belgium, Germany, France, and Sweden.

Immediately after Conference, my successor, with Mr. Nortrop and Mr. Anderson, are going to Washington to the annual conference of the International Union of Local Authorities. In August, Mr. Anderson and I will be in Prague as guests of the Czechoslovak State Employees' Union. In November, an N.E.C. delegation is to visit East Berlin at the invitation of the East German State Administrative Health Service and Finance Employees Union.

Scarcely a week passes without our welcoming foreign visitors to our own Headquarters. In the past 12 months, they have come from 13 countries, ranging from Australia to Zanzibar.

### Benefit to members

Contacts of this kind are of direct benefit to members. They enable us to see how others tackle the problems common to all blackcoat unions. They contribute immeasurably to NALGO's prestige throughout the world. Most important, they assist in meeting the greatest need of mankind today—the need for international understanding.

We are constantly being told that we live in one world, that the day of narrow nationalism is over. But it is a divided world—divided by barriers of language, of custom, of ideology.

How better can we break down those barriers than by bringing together men and women who share similar interests, similar problems, similar ideals—as do all of us engaged in the great tasks of public service? By contacts such as these, NALGO is making a contribution, small maybe, but significant, to better international understanding. The more we encourage that, the sooner shall we reach international peace. And what greater benefit could we hope to win for every one of our members?

## All smiles at the reception



"You give a service which is without parallel in the world," the Mayor of Blackpool, Alderman Clifford Cross, told Conference in his speech of welcome. The Mayor and Mayoress (second and third from left) are seen at the eve-of-conference civic reception in the Winter Gardens with Mrs. Anderson (left), President Tom Belton, Mrs. Belton, and W. C. Anderson, general secretary.



# NO NALGO HOME FOR OLD MEMBERS — YET.

SHOULD NALGO build its own home for old people? That was the subject of an interesting debate in which many views were aired.

In favour was the National Executive Council, which had tabled a motion asking Conference to "approve the principle" that the Association's Benevolent and Orphan Fund should establish and run a home.

This idea, explained J. W. Edmonds, chairman of the B. and O. Fund committee, took concrete form at a meeting of district representatives in 1959, when it was strongly supported, and last year's Conference had welcomed his announcement that it was being considered.

"We all know that more accommodation for old people is needed," said Mr. Edmonds. "In 1951, there were 75,000 old women and 168,000 old men living alone. Today, there are more."

"In the House of Commons last March, it was said that one in ten of all pensioners were bedfast or confined to the house and that many more were living on their own, in utter loneliness."

"Loneliness is the greatest enemy of old age. It begets boredom—which, in turn, is often the forerunner of mental illness. It is the job of every one of us to deal with this problem."

## More homes essential

Local authorities were tackling it strenuously—but their work must be supplemented. The Crossways Trust, of which NALGO was a founder-member, was tackling it. But the number of retired members of NALGO needing accommodation now exceeded the places it had in Crossways Trust homes.

"If you pass this motion," Mr. Edmonds continued, "you will only be doing what other self-respecting associations have been doing for years."

"You will be ensuring that NALGO's old people will be able to live in peace and happiness among people they know, and that, if illness or senility comes upon them, they will not be turned out as many are today."

What would it cost? The best estimates he could get suggested that the capital cost would be around £1,500 for each person housed.

On top of that would be the cost of maintenance—but that was less of a problem today. Most of the old people in a NALGO Home would have pensions—superannuation and state. And it would be possible to get contributions from local authorities under Part III of the National Assistance Act, 1948.

## Plea for pioneers

Where would the extra money come from?

"It would come from NALGO members," said Mr. Edmonds. "They have always given us the money the Benevolent Fund needed to carry out its programme. And this is a logical extension of that programme."

"I appeal to you," he concluded, "on behalf of those who cannot plead their own cause—the pioneers of the Association and the dependants of those pioneers—who, because of age, cannot reap the full reward of the labours they put in when they were active members. Give them a message of hope. That would be one of the finest things NALGO had ever done."

## "Costly—impractical"

Against the motion came L. W. Bennett, of Southend-on-Sea, with an amendment proposing that the Association should continue to support established homes but should abandon the "more expensive and less practical" idea of a home of its own.

All accepted, he said, the need to combat the loneliness of old people. But would a single NALGO home do that? He thought not.

"Most of its inmates would be miles from friends and relations. They would get few visits from outside. Worse, they would have only the company of former public servants and their wives, and be condemned to talk shop for

the rest of their lives (hear, hear). "Another disadvantage is that this plan would take too much of the Benevolent Fund's money. Members would want more homes, all over the country. We should spend our money on bricks and staff—and have less to spend on the old people themselves."

"Far better find homes for old people near their friends and families, so that they are not heartlessly uprooted, and homes where they mix with people from all walks of life and with a wider outlook."

## "Penny-pinching"

D. M. Fleet, Gloucestershire, challenged these arguments. From his own experience in the welfare service, he was convinced that old people did not worry where they lived so long as they were comfortable and well cared for.

But local authorities could not build quickly enough to meet the demand. A NALGO home would ease that problem.

A. H. Harman, East Sussex, and himself a senior welfare officer, agreed. Other associations had run old people's homes for years so why should NALGO be "penny-pinching?"

"We should give our members better homes than local authorities can provide. We should give them single rooms—and not in an old workhouse. The B. and O. Fund cannot be run at a profit and now is not the time to expect it to."

"If you adopt this motion, in 30 years' time many of you may thank God that you had the vision to do it" (cheers).

## Uprooted—but happy

Russell Reeve, Isle of Ely, (and son of the late Russell Reeve, a former N.E.C. member), who is a mental health and welfare officer, agreed that the need was great, but thought it essential that old people should be near their relatives. That would mean many homes—all very expensive.

A. A. Dumbrell, N.E.C., suggested that experience disproved the critics. The old people in the Crossways Trust homes had all been uprooted—yet they were thoroughly happy. At each of the homes there was now a group of NALGO people and, instead of being bored with one another, they clubbed together because they shared common interests and had similar temperaments.

A. F. Ensor, South Eastern

district, said that the amendment implied that NALGO did not care about its old members. "That is not true," he declared. "I am sure that, by voluntary



A. F. ENSOR

"We can raise the money"

effort, we can raise enough money to build a home without calling on the B. and O. Fund at all—and that the enthusiasm will gather weight so that we shall have a series of homes" (cheers).

## "Don't fence them out"

A. J. Bowen, Birmingham, opposed the whole idea of segregating old people in homes.

"They should be integrated into the community in which they live—in familiar surroundings, with their families, their friends, and the people they have worked with all their lives."

R. W. Alexander, Northmet electricity, pointed out that, on Mr. Edmonds' figures, a home or homes for only 100 people would cost £150,000.

"That is £50,000 more than we are trying to provide for the special reserve fund and for Headquarters premises combined—and the Benevolent Fund is already in financial trouble. We cannot afford it."

## "Help all—not a few"

W. Peters, Southend-on-Sea, said that his branch did not want to curtail the help NALGO gave to old people. But it wanted to help all in need, not just the few who could be housed in a single home.

Miss I. Sciller, Sussex county gas, urged Conference not to be afraid of the cost. The Association would not have to find £150,000 or anything like it, but only the interest on a loan secured by a permanent asset.

A. S. Butcher, Northmet

electricity, feared that Conference was in danger of committing itself, out of sentiment, to a luxury it could not afford.

"To build, staff, and maintain a home will cost far more than it would to place the same number of people somewhere else. If we built one, there would be demands for more, all over the country."

## "Don't be mean!"

A moving plea came from Miss Marian Curtin, N.E.C.

"We have heard a lot," she said, "about the danger of uprooting old people. I go among old people and I know that many have no roots. They want to get away from surroundings where they have met sorrow and anxiety, to start life afresh. For goodness sake, give them a chance."

"I am not sentimental—I am a realist. I ask you to begin, if only in a small way. Don't be mean!" (cheers)

## "Would cost us less"

Replying to the debate Mr. Edmonds reminded delegates that, as long ago as 1941, NALGO had contributed £1,000 a place to the Crossways Trust—and it had to spend more now to bring those homes up to date. It would cost less to keep old people in a purpose-built home than it cost today to keep them in other homes or in their own, where they often needed expensive help.

"NALGO has nearly 300,000 members, and all of you support various charities. Does any deserve your support more than this? Is it too much to ask that every member who can afford it should give ten shillings towards the cost of this NALGO home?"

Conference responded to this appeal by rejecting the Southend amendment.

## More facts wanted

It went on to consider a South Wales and Monmouthshire amendment proposing to defer a decision until members had been given more information.

Moving this, W. J. Harris, Glamorgan, said that he was worried about the proposal at a time when normal expenditure of the B. and O. Fund was rising faster than its income. "I have seen the architect's report about this home," he said, "and I was staggered when I saw the estimate of £137,000 for land and building. Many local authorities are providing bigger homes for between £60,000 and £80,000."

His district B. and O. Fund committee did not oppose the principle of an old people's home. But it was seriously concerned whether this was the time for it and whether a decision to go ahead would not mean cutting down the help given to thousands of other beneficiaries.

## New covenant plan could bring B. and O. Fund £7,000 a year

A SIMPLE method of boosting Benevolent and Orphan Fund income was endorsed by Conference when it adopted a motion by the Stoke-on-Trent branch, asking the N.E.C. to enable the subscriptions to be paid under covenant.

Moving this Miss W. Talley, West Midlands district committee, said that the extra income could be "painlessly extracted" as far as members were concerned.

"All that is needed is that the subscriber should be paying income tax at the full rate, 7s. 9d. in the £, and that he should covenant—promise—to pay the same subscription for seven years. Then, the fund can claim a rebate of the income tax that has already been deducted from his pay."

16s. 8d. for 10s.

"In this way, a subscription of 4s. a year brings the Fund a total of 6s.; one of 6s. brings in 9s. 9d.; one of 10s. brings in 16s. 8d.; and so on."

Inquiries at branch level, she continued, suggested that about 25 per cent of members were paying tax at the full rate. If 50,000 of these workers covenanted to pay 4s. a year, the extra

## IN THE RED!

Last year, NALGO's Benevolent and Orphan Fund gave £70,584 to members and their dependants in need.

That was £16,932 more than in 1959—and it left the fund with a deficit of £6,674 instead of 1959's surplus of £9,280.

NALGO's honorary treasurer pointed this out—and added this warning: "We cannot give if we do not receive."

ting down the help given to thousands of other beneficiaries.

W. H. Williamson, East Midlands district, was not worried about the cost—if NALGO agreed that a home was needed, it would find the money. But he doubted whether a fully residential home, with all services provided, was the best.

"Some experts," he said, "think that old people prefer a bed-sitting room, with communal services, since this gives them more freedom."

For this reason, Mr. Williamson asked for a report on all the implications, prepared by leading welfare officers.

## Delay will mean hardship

A. A. Dumbrell, N.E.C., opposing the amendment, said that delay would mean hardship.

"We on the B. and O. Fund Committee," he said, "are fed up with telling our aged beneficiaries that it will be ten years before they can get to the top of one of the waiting lists to go into an old people's home."

Mr. Dumbrell stressed that the Council's plan would not mean any reduction of other help given by the Fund.

D. M. Fleet, Gloucestershire, pointed out that the proposed home need cost NALGO nothing above the capital costs, since the National Assistance Act enabled local authorities to pay for accommodation in homes provided by voluntary organisations.

Despite these pleas, Conference adopted the amendment, thus deferring a start on the home for another year at least and requiring the N.E.C. to report more fully on it.

The N.E.C. accepted reference of two other amendments. The first from the South Western district, asked that the proposed home should conform with the conditions of Part III of the National Assistance Act, 1948. The second, by the Scottish district committee, suggested that it be called "Darricotte Hall," after Jabez Darricotte, founder of the B. and O. Fund.



MISS W. TALLEY  
"Painless extraction"

income would be £6,250. If they paid 6s. a year it would be £7,000. If one struck an average between the two, it would be £7,000.

## One-eighth of income

"You may not think that sounds like a lot of money," said Miss Talley, "but it is about one-eighth of the Fund's total income at present. And it would be guaranteed for seven years."

She hoped that the scheme would be adopted, and given the greatest possible publicity in Public Service.

The N.E.C. supported the motion. Its spokesman, A. A. Dumbrell, said former difficulties about covenanted subscriptions had now been satisfactorily resolved.

"We ask you to back this, so that we can get a scheme out to branches and you can covenant your subscriptions for the next seven years."

Conference readily agreed—and carried the motion.

## Still a penny a week

But, as on so many previous occasions, it refused to try to raise the income of the fund by increasing the minimum subscription. Not for the first time, it rejected a motion that this should be put up from 4d. to 6d. a month.

This year's came from Salisbury, and was moved by A. H. Kay, with a wealth of facts and figures.

Since 1951, when the minimum subscription had gone up to 4d., rises in the cost of living would themselves be enough to justify a further increase now, he said.

Last year, the fund had had a deficit of £6,600—and there were increasing calls upon it. Subscriptions should go up to keep it solvent, and to make sure it had enough money at the right time.

## "Constant drips"

A. G. Russell, Coventry, a B. & O. Fund secretary, said the first priority was to get 100 per cent membership of the Fund.

"I don't mind being called a drip," he said, "because, by now, we have got down to the stony hearted. A constant drip will wear away a stone—and we have done that in our branch. We have halved the number of non-subscribers."

It was better to keep the fourpences of present subscribers than to say, "If you don't give us sixpence, we don't want anything."

V. Brine, Rochdale, supporting the motion, said that members would not begrudge an extra twopenny a month; many already paid more than the minimum.

But W. H. Smith, Rickmansworth, thought the decision already taken to raise NALGO subscriptions would make it more difficult to persuade people to join the B. & O. Fund—and to raise the Fund's subscriptions, too, would add to the difficulty still more.

The Council left this matter entirely to the judgment of Conference—and Conference decided to leave the minimum subscription where it was—at 4d. a month.

## East regains B. and O. shield

J. W. Lowe, of the Eastern district, receives the "Sir Homewood Crawford" shield from the Mayoress of Blackpool (Mrs. C. Cross). The shield is awarded annually to the district contributing the highest average per member to the Benevolent and Orphan Fund. The Eastern district's average was 6s. 5d.

Mr. Lowe was chosen to receive the shield since his efforts in organising collections there have been mainly responsible for raising more than £1,351 in the past three years. (His district was first in 1959 and second in 1960.) Second place and the "Viscount Wakefield" the North Eastern district, with an average of 6s. 2d. a member. The "Bridlington Cup," given for third place, went to the South Eastern district with 6s. 1d.

Announcing the awards, J. W. Edmonds, N.E.C., chairman of the Benevolent and Orphan Fund committee, thanked members for the record amount they had subscribed during the year—£76,000.

Conference week brought £148 to the Fund: £20 from sales of rock; £18 from dance hostesses at the Conference ball; £28 from the East Midlands "Robin Hood" Conference badges; £52 contributed by delegates as a "thank you" for the "Hansard" report of the strike action debate; and £30 from the collection at the Conference service.





# Councils 'economise' on staff pay, but— Private firms cost the public more

"SAVE THE ratepayers some money—and put a little of it into the pockets of professional officers in local government."

That was the two-fold call to Conference in a Birmingham motion, which called attention to the growing practice of employing private concerns to carry out work which should be done by the staff of local authorities or public bodies.

This tendency, said the motion, was "deeply disturbing." The N.E.C. should prepare a report about it, looking especially at the salaries of professional staff in public services.

## "Millions being spent"

The mover, A. J. Bowen, Birmingham, described the present situation as tragic.

"Never before in the history of this county has so much public money been set aside for capital works. Hundreds of millions are being spent on schools, houses, flats, power stations, hospitals, roads, bridges. And why not? If we cannot afford these things in

## A CASE IN POINT

Norfolk county council decided "with great reluctance" on July 1 to give the planning of its new £1,500,000 county offices to a private architect.

One of the reasons cited was "the difficulties being experienced at the present time in recruiting and retaining qualified staff of an adequate calibre for such a project."

this affluent age, we shall never afford them. They must come before moon rockets.

"But it is the public servant who should spend the money. He should design the roads and buildings. He should supervise the work—and pay the bills."

## Penny wise...

But all too often, the architects, engineers, and quantity surveyors were not available within the service—because pay was too low. So the authorities had to look elsewhere to get the work done—and pay millions to private consultants.

"They are penny wise and pound foolish," declared Mr. Bowen. "Much of the money paid in consultants' fees could have been saved if only a minute proportion of it had been devoted to raising the salary standards of officers who do this type of work within our services."

Seconding, F. Magill, Birmingham, asked Conference to help both the ratepayers and the officers by asking the N.E.C. to go into this issue.

## "Officers lured away"

F. H. Jex, Hendon, said that the employers were developing this "dangerous habit" as a way of overcoming the staff shortages which followed from poor pay.

"Too often," he said, "the officer has to tell committees that a job has had to be deferred. 'Right,' they say, 'let's put it to outside consultants.' Within two or three months, back comes a beautifully prepared report—money's no object—which the committee hails as just the type of work it wants. So, regardless of the enormous cost to the ratepayers, it decides to use private consultants more in future."

This situation was attracting ambitious officers away from the public service, said Mr. Jex. It was not only that they got better pay in private firms, conditions were better, too.

"The officer is surrounded by the right atmosphere. He's allowed time to think. He can work simply as an architect or an engineer, and not be muddled about by unmeted Committees he would have to write reports for—often on

subjects that are nothing to do with him."

The full support of the Council for the motion was voiced by Lewis Bevan, who told Conference that the problem had now arisen in a special form in the health service.

"Catering officers are being transferred to the staffs of outside contractors who have been called in to take over hospital catering."

"The same sort of thing is happening in hospital cleaning, and, in some districts, staff are being transferred wholesale."

"The Council takes a most seri-



"... staff are being transferred wholesale"

ous view of the whole problem. We shall make an exhaustive inquiry, and report to you next year."

The motion was carried.

## Belles of the ball

It didn't matter if you went to the Conference hall without a partner—as long as you had a pocketful of shillings. For Blackpool branch had thought of everything—even these attractive dance hostesses. The girls, all branch members, would partner you through waltz, quick step, or even cha cha cha—all at a minimum of a shilling a dance. With the newly inducted President, Ray Evans, leading the way, delegates quickly got the idea—and the scheme brought in £18 for the Benevolent and Orphan Fund.



## Call to combat hooliganism

"Gang wrecks public gardens." "Council offers reward to beat vandals." "City forms anti-hooligan patrols."

These were among the headlines quoted by G. D. Hood, Oxted, when he introduced a South Eastern district motion asking Conference to record its "serious concern" at the



G. D. HOOD  
"Teach the children"

increasing number of attacks on public property, and to call on the government to "investigate all possible means of alleviating this social evil, including consideration of heavier penalties and better education in civic affairs both in schools and for the rest of the community."

Lack of time rather than of sympathy produced only a short debate on this motion, at the end of which its sponsors and Conference agreed to refer it to the N.E.C.

## One night's bill—£1,500

Mr. Hood had quoted specific cases where life-saving equipment had been destroyed, children's swings sabotaged, and broken glass thrown into paddling pools.

"In a Kent urban district," he said, "the cost to the ratepayer of one night's hooliganism in public gardens was nearly £1,500."

Education, he thought, could

## RATE REFORM OUT

'Might well be harmful to our members'

LAST YEAR, one of the liveliest debates of Conference was on the need for rating reform. It ended with a defeat for the N.E.C., which, against its will, was instructed to take the lead in seeking some alternative method of financing local authorities.

This year, delegates allowed the N.E.C. to turn the tables on them. The Council had prepared a report concluding that NALGO should go no further into this vexed question. Conference agreed, not one speaker opposing the N.E.C. motion.

## Three alternatives

The White Paper was summarised in *Public Service* last April, and the Council's spokesman, L. W. G. Hetherington, repeated some of its arguments when he introduced the motion.

The Council, he said, had considered the evidence gathered by a number of other bodies—who had seen only three alternatives to the present rating system:

One was the possibility of allowing local authorities to retain entertainment tax—but this

would mean different taxes in different areas.

The second was the diversion to local government of the motor tax—but the government had made it quite clear that it would never hand that over.

The third was a local income tax.

"But here," said Mr. Hetherington, "we run into our greatest difficulty."

"If a system of local taxation were introduced, local government officers might be transferred to the inland revenue department—if they were transferred at all."

"We are a trade union. We are here to protect our members. The Council has decided that it would not be justified in spending thousands of pounds on an investigation the results of which are unlikely to be accepted but, if they



"... would never hand that over"

were, might well turn out to be harmful to many of our members."

Conference agreed, accepting the N.E.C. report and rescinding its 1960 instruction.

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## From the 'Nordic NALGOs'



### 'Train our youth in unionism'

IT IS full steam ahead for NALGO's big programme of trade union education. In the last motion dealt with by Conference, delegates supported the action already taken by the N.E.C., and urged district committees and branches to do their utmost to develop it.

Branches had previously received an interim report prepared by the N.E.C. education committee. This was summarised in the March issue of *Public Service*.

It outlined the scheme, and stressed the need to cover a wide range of subjects, including trade union work generally, the position of public employees, and NALGO's services, organisation, and problems.

It asked branches and districts to plan a programme of week-end schools and other activities, starting this autumn, and said that the education department was preparing to give them every possible support.

#### Shoulders to the wheel

Introducing the motion, S. Duncan, chairman of the education committee, told delegates that education meant more than the D.M.A., summer schools, and the like. Members must be made fully aware of what NALGO was and could do for them. Then, they might take a share in the work themselves.

"Only today," he said, "a man came up to me and said, 'You haven't seen me for years, but I used to be a junior when you were a junior. For 25 years, I was an ordinary member of NALGO.'"

"Then, two years ago, I had an appeal, and NALGO helped me." "So you won?" I asked.

"No," he said, "I lost. But I was so impressed and inspired by what NALGO did for me that I thought, 'My shoulder goes to that wheel'—and here I am, a branch secretary, at Conference for the first time, and glad I took the opportunity."

The Association should interest all members like that, said Mr. Duncan, but reach them sooner.

"Let us harness NALGO's youth," he urged, amid cheers. "We shan't be here forever."

Two of the most popular visitors to Conference came from overseas. They were Filip Anger from Sweden, and Aarne Valikangas of Finland, both leaders of NALGO's opposite numbers in their own countries. Above, Mr. Valikangas (left) is chatting with three members of NALGO's organisation staff—John Lancaster, transport organiser, Brian Bailey, South West district organisation officer, and Ben Smith, health service organiser.

Mr. Anger (left) is the President of SKTF (Sveriges KommunalTjänstemannaförbund). He is also President of the Nordic Union, an organisation which brings together, for consultative purposes, local government trade unions in Sweden, Denmark, Finland, Iceland, and Norway. Until May this year, he had been President for many years of TCO (Tjänstemannens CentralOrganisation), the central organisation of salaried employees in Sweden.

Mr. Valikangas is Vice-President of KVL (Kunnallise-VirkamiesLiitto), and a member of the board of management of the Nordic union. He is director of public relations for the City of Helsinki.

Both visitors addressed Conference, and impressed it by their sincerity, sense of humour, and command of English.

## WHEN SHOULD A HOLIDAY BEGIN?

SHOULD NALGO's two holiday centres welcome new and speed parting guests in the middle of the week, when roads and railways are not crowded, instead of, as now, only on Saturdays, when they are?

Two motions and an amendment saying that they should were not reached, and were therefore automatically referred to the N.E.C.

Earlier, however, Conference had accepted a paragraph of the Annual Report in which the Council stated that many members and guests would be unable to travel in mid-week, and that it had therefore decided to make no change. It had also been influenced by the fact that day-workers were available to help with the change-over only at week-ends.

#### "Most prefer mid-week"

This paragraph was challenged by the Southend-on-Sea branch, which had tabled a motion rejecting it.

Moving this, W. D. Harris, Southend-on-Sea, said that a poll of people who used the holiday centres showed a clear majority in favour of mid-week bookings. As for staff:

"I challenge the N.E.C. now to

#### THEY'RE LEAVING THE N.E.C.

Tributes were paid at Conference to two members of the N.E.C. who had not sought re-election because they were retiring from the service. They were W. P. Gilligan (South Western) who was a member of the Council for 10 years and was vice-chairman of its law and parliamentary committee, and A. Lindsay Stewart (Scottish), who had served for two years.

say if they have asked the Mrs. Mopps at Croyde Bay and Cayton Bay whether they can come in on a Wednesday to help out—or have they merely asked the manager if the labour situation is difficult?"

W. Mabey, Brighton, said the holiday centres existed for the convenience of members, not of those who ran them.

"NALGO members have always suffered from various handicaps when they go away for holidays," Mr. Mabey declared. "Before the war, we spent our holidays at home and just went for coach trips and bus rides while the rest of the country went to the seaside. Since the war, things have improved, and we take our holidays in England while the rest of the country goes abroad."

Opposing for the N.E.C., T. J. du'B. Keefe said the Council's decision was well founded.

"The two main factors behind the desire for a change are the lower mid-week fares and the clearer roads—both very attractive to potential customers."

The Council was doubtful



## 'MAKE FRIENDS WITH THE WORLD' CALL

"NALGO's growing international contacts are of direct benefit to members," said the President, in his opening address to Conference. And, later in the week, Conference showed how thoroughly it agreed with him, by carrying without debate a Lowestoft motion urging the extension of these contacts.

"This Conference," it said, "is of the opinion that all available means should be used to improve world understanding."

With this in view, it asked for:

An extension of NALGO's existing relationships with similar organisations in other countries, "irrespective of type of government."

An East-West committee, to encourage local links with such countries.

Two amendments were referred to the Council. One, by the Metropolitan district committee, sought to remove references to type of government and to an East-West committee. The other, from the Scottish district committee, asked for reports on NALGO's international relations in *Public Service*.

#### Exchange of officers

Conference evidently felt that it was not only at the NALGO leadership level that more international contacts were desirable. It went on to carry—again without debate—a Birmingham motion calling for an exchange system between public service officers in Britain and other countries.

Such a system, said the motion, would enhance the attraction of the public services. It called on the Council to report next year on its practicability.

Having approved the principle

of international exchanges, Conference turned to the more practical business of finance—and referred a series of motions and amendment about this to the Council.

The first came from Brighton, NALGO, it said, should provide annual competitive travelling scholarships, so that young officers could study public administration abroad. It stressed the advantages of foreign travel early in life.

#### "Seek employers' help"

To this, the Eastern district committee had tabled an amendment removing specific references to youth, and the North Western and North Wales district another asking that the employers should be asked to help provide the scholarships.

After Brighton's spokesman, Bernard Hill, had been assured that the first of these was not intended to exclude young people, but only to widen the scheme, he said his branch would gladly accept reference.

For the Council, C. A. Smallman explained that reference would enable it to examine the proposals carefully.

"We want to see, for example, what would be involved in this project. Who would participate? Which countries would they visit? At whose expense? And we would like to consider the other agencies which provide exactly what this motion and the amendments seek."

Finally, Conference referred

### WESTWARD

—and eastward—

#### HO!

Two striking examples of NALGO's international outlook came soon after Conference.

To the United States, in June, went President Ray Evans, N.E.C. chairman Albert Nortrop, and general secretary W. C. Anderson. They attended the World Conference of Local Governments in Washington—and a report will appear in *Public Service* in September.

To the Soviet Union, in July, went Mr. Evans and Mr. Nortrop, with George Ashton, Norman Bingham, and the deputy general secretary, Geoffrey Drain. They are guests of the Russian State Institutions Workers Union. Their visit also will be reported in *Public Service*.

to the N.E.C. a Sheffield motion which asked that a sum of money should be set aside to create one or more scholarships to enable students from any of the colonies or ex-colonies to study local government in this country.

#### "Aid students here"

W. F. Appleton, N.E.C., told Conference that the Council was quite willing to examine all possible ways in which NALGO could help overseas visitors to study local government and other public services.

"But there are other agencies to finance their visits, and we are not prepared to set aside an unspecified sum of money for this purpose."

"The money needed to bring even one person to this country might be better spent in helping visitors who are already here."

## Leaders visit Sweden

R. Evans, then President-elect, and W. C. Anderson, general secretary, went to Sweden in May to attend the TCO congress in Stockholm. They are seen here talking to Omer Bécu, general secretary of the International Confederation of Free Trade Unions.



whether enough members would be able to take advantage of the proposed change; and that meant a risk of financial loss through a fall in bookings. The poll to which Mr. Harris had referred had shown that the preference expressed for the change to mid-week bookings was largely theoretical: many members had qualified their support. In addition, the labour problem—about which proper inquiries had been made—could not be lightly brushed aside.

"NALGO's holiday centres," concluded Mr. Keefe, "are serious business ventures, and that is why your Council finds it imperative to resist the proposed change."

A count of hands showed 487 in favour of and 533 against the motion.

## September holidays

Why not spend a few days, or a week or two, at a NALGO Holiday Centre in September—it's cheaper, travel is easier, and everything is in full swing right up to September 30. Good food, comfortable chalets, and plenty of entertainment await you at



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# NO BALLOT RULE BY MINORITY

HOW MANY MEMBERS make a ballot? That was the question raised by Bristol electricity when it tried to rescind the rule adopted in 1958, that a ballot of members could be decisive only if the majority voting was a majority of the Association's entire membership.

Last year, Surrey county made a similar attempt. It was defeated. This year, Bristol electricity fared no better, though its spokesman, C. R. Gibson, introduced some fresh arguments.

## "Non-voter decides"

"Earlier this week," he said, "Conference overwhelmingly decided that a man who does not belong to a trade union should not enjoy the benefits of trade unionism. It should say now that the man who does not use his right to vote shall not be able to overrule those who do."

"For that is the effect of this

rule. It means that those who are too idle or apathetic to vote may determine the result of the ballot.

"Our branch rules allow a branch to decide policy by a simple majority of those voting. Our national rules allow a branch to take the serious step of calling a Special Conference by a simple majority at a general meeting—however few members attend that meeting.

"In our public relations work, we spend money encouraging citizens to vote in municipal elections. Yet, in this rule, we encourage apathy among our own members, by allowing the apathetic to decide our policy."

Mr. Gibson went on to say that he had looked into the practices of other bodies.

"The Registrar of Friendly

Societies tells me that he knows of no other trade union rule requiring a majority of total membership.

"The T.U.C. tells me that a simple majority decides, except in ballots on amalgamations.

"The National Union of Teachers tells me that, if it holds a national referendum, this is decided by a majority of those who vote."

## "Minority could rule"

Opposing for the N.E.C., A. E. Fitton said that, until 1958, a ballot of members could decide an issue on a simple majority of those who voted, unless the rules required a specific majority, and that the Council must act immediately on the result.

"That," he said, "made it possible for a minority of members to settle a crucial issue, without any reference to Conference."

"We have just decided to take the right to strike. If Conference adopts this motion, it could mean that, if we had a strike ballot, 100,000 members voted, and 51,000 voted to strike, that minority of 51,000 would require all our 300,000 members to strike."

"It is unlikely that Conference would order a ballot except on a matter of supreme importance," Mr. Fitton went on. "When that happens, it is essential that a majority of members should support any decision taken."

"It is the duty of the Association to protect all its members," Mr. Fitton declared. "Whilst I have no sympathy for those who are too apathetic to vote on an important issue, we must safeguard their interests as long as we accept their subscriptions."

## "Fair and democratic"

The present rule provided that, if the result of a ballot did not produce a majority of the whole membership, it must be reported to the next Conference and the issue decided there by a simple vote.

"What can be wrong," he asked, "with a rule that says that a supreme issue shall be settled by the supreme body, when it is not otherwise determined? We believe that, on a serious issue, the Association should not be committed by a minority vote without reference to Conference. That is fair, democratic, and coherent."

A. S. Butcher, Northmet electricity, considered it fantastic that, on an item of grave importance, the majority of members sufficiently interested to vote could be governed by the minority too indifferent to do so.

L. W. G. Hetherington (N.E.C.) pointed out that, the new rule had been passed in 1958 by an overwhelming majority. Today, it was even more important than it had been then. On a strike issue, it was wrong that a minority should be able to decide.

Conference agreed. The motion, which needed a two-thirds majority, failed to secure even a simple one.

## KEEPING IT BRIEF

"We want to get rid of some of the tongue-twisters labelling our service conditions sub-committees at the moment—we also believe they should be known as committees and not sub-committees."

Lewis Bevan, N.E.C., asked Conference to approve a change of rule to bring this about, and Conference did.

In future, what was the national service conditions sub-committee (local government) will be known simply as the local government committee, and the same will apply in the other services.

## 'SOS' calls must go to branch first

### 'Direct to N.E.C.' plea fails

FOR the second year running, Thanet hospitals branch asked Conference to agree to a change of rule so that any member seeking NALGO's aid could take his case, if he wished, straight to the N.E.C. instead of, as now, having to present it through his branch. And, for the second time, Conference refused.

Presenting the motion, J. E. Biggs, pointed out that chief officers could already apply direct to the Council for help. But members could not. This

was an anomaly which should be removed.

Whilst the present procedure generally worked well, it sometimes caused difficulty. A member might find it embarrassing to report his difficulties to his branch colleagues, he might meet personal prejudice, or he might find his appeal being decided by colleagues who know little of the technical matters involved.

Adoption of the proposal would not lessen branch powers: the officer would still have to tell his branch what he was doing. But it would treat all members equally.

## "Individual lost"

P. Terry, South Eastern district, seconding, said that, today, the rights and identity of the individual were in danger of being lost in the machinery of the big trade union. That must not happen in NALGO.

"We already allow a small minority—the chief officers—the privilege of direct approach to the N.E.C. Why not turn the privilege of the few into the right of the many?"

## Loophole now

Opposing for the N.E.C., P. W. English pointed out that the present rule allowed any member to appeal direct to the N.E.C. if the circumstances were exceptional and the N.E.C. agreed. But, generally, it was better for the member to go

led them to give their surplus votes to the candidates they thought least suitable—with the result that these might be elected though nobody wanted them on the N.E.C.

T. Sutherland, Greenock, opposed. To adopt the motion, he warned, might lead to an N.E.C. composed of "yes-men" from the big branches, with no representatives of medium-sized or smaller branches.

## "Branch officers decide"

D. Stobbs, Tamworth, said that if members did not vote for candidates they did not know, many would not vote at all. Most must always rely on the advice of their branch officers, who alone knew the candidates through their attendance at district committees.

A. Jack, Glasgow, supporting the motion, deprecated the suggestion that there was a division of interest between big and small branches.

"The danger of the present system is that people may be forced to vote for candidates they do not know—and whom they know to oppose the policies they want. If we believe in democracy, let us vote only for the men we want."

## "Present method best"

Opposing for the N.E.C., F. V. Powell deplored the waste of time in reviving a motion that had been defeated so often.

"This Conference costs us £30 a minute," he said. "Why use that time to rehearse old arguments? We are satisfied that the present method of election is the best."

Conference agreed, rejecting the motion. Another, in which the North Western and North Wales district called for a review of the method of electing the N.E.C., was not reached, and was therefore automatically referred to the Council.

## You must still elect a block to the N.E.C.

WHEN THEY ELECT the N.E.C., members must still vote for as many candidates as their district has seats—neither more nor less.

For the third time in ten years, Conference refused to change this rule, which, its critics allege, compels members to vote for candidates they do not know or do not wish to elect, and enables branch officers to control big blocks of votes.

Making a further attempt to raise what one speaker described as "this insidious annual," H. S. Wright, North Staffordshire, moved that members should be allowed to vote "for any number of candidates" not in excess of the number of vacancies.

The present rule, he urged, deprived members of the power to make an intelligent choice and forced them to vote blindly or on the advice of possibly biased branch officers. It

## Best men best for service conditions

Should the N.E.C.'s service conditions committee be representative of each of NALGO's districts? Conference did not think so. It rejected a motion by the Southern district committee to allow this.

Moving it, A. C. Lampert, Portsmouth, said that nine of the 12 districts were represented on the committee, and were able to receive reports. Had not the other three a democratic right to be represented?

A. H. Heron, N.E.C., said that the committee was made up of the chairmen of each national service conditions committee and an equal number appointed by the N.E.C. It had been Conference's wish in the past to appoint the best people from the Council as a whole to the committee—not to appoint on a district basis.

## Tough at the top—trials of life on N.E.C.

A light-hearted picture of life on the National Executive Council was painted by F. Bainbridge, North Eastern district committee, when he voiced the thanks of Conference to the Council for its work in the past year.

"Once a member decides to stand for the N.E.C.," said Mr. Bainbridge, "his worries begin."

"He must box clever at district committee meetings, because he must make friends with all the branch secretaries—they cast more votes than anyone else for the N.E.C."

"At N.E.C. meetings, they call over the minutes of committees. If he wants to ask a question or object, he must be quicker on the draw than a Texas Ranger."

"Then there's the worry that some enthusiastic but misguided soul will move that something be made a 'major issue.' That means that the names of all who vote for or against are published in *Public Service*. So he must decide quickly whether to vote and hope for the best, or to go out for a shave and haircut."

"He has to report to district committee meetings, and,



F. BAINBRIDGE

what's worse, answer questions. If someone wants to know why the N.E.C. has done that or hasn't done the other, and he hasn't a clue, he's got to be good.

"If he becomes President, he's really in trouble. He's expected to gallop all over the country—and even abroad, if he's a good organiser—eat turkey and chicken till he hates the sight of it, get about a quarter of his proper quota of sleep, and deliver a stock speech four hundred times—with the wife always there."

"And if he loses his seat the strain is worse."

"But, seriously, we owe a lot to them. Without exception, they have risen from the ranks, have worked at all levels—branch officers and the rest—and have devoted years of service to NALGO. They risk jeopardising their careers and their domestic happiness. They do a good job, and they deserve our thanks."

## NEWS JUST FOR YOU

More districts than ever this year provided an overnight news-sheet service for their members. Seven of them combined, and three others ran individual sheets.

Altogether, 8,500 news-sheets a day were distributed, and the work was done by 37 volunteers at Conference and 31 back home in the districts.

On the left are George Haslam and John Sudell of the North West district, with a Telex operator. Each evening, copy was sent direct to Manchester, where the news-sheets were duplicated and sent out.

And, on the right, Ted Varley and Ron Hill, chairman and vice-chairman of NALGO's P.R. committee, watch volunteers packing and sending off news-sheets to the seven combined districts.



"... the privilege of direct approach to the N.E.C."

through his branch. If the change were made, the N.E.C. would normally have to seek the opinion of the branch before reaching a decision.

Conference agreed, rejecting the motion.



# CALLING SPECIAL CONFERENCES

**WEAKNESSES** IN the present procedure for calling a Special Conference can lead to abuses. This was the opinion of the N.E.C., explained in its Annual Report, and it provided the background to a Council motion to tighten up the rules.

Moving this, R. Evans, N.E.C., said that the Council in no way intended to deprecate the convening of Special Conferences. But, in the past, some branches had not complied with the spirit of the present rules.

"Those rules," he said, "require that we must have requisitions from at least 50 branches, each signed by the chairman and secretary and authorised by resolutions passed at branch general meetings."

"But we have had requisitions based on the resolutions of branch executive committees without a general meeting—and sometimes on resolutions of general meetings on a different question."

## "Could be a mockery"

"We think that Special Conferences are so important that it ought to be manifestly seen that the support of branches in terms of members has been secured. Otherwise, the procedure can become a mockery and unfair to other branches which must send delegates."

"We suggest, therefore, that it should be mandatory upon branches to convene a special general meeting of members, and that the proceedings at that meeting should be vouched for properly."

The Council also proposed to extend from one month to six weeks the maximum time between the receipt of a requisition and the holding of the Special Conference. That was solely to make it easier to find a suitable hall.

A. G. Swanson, Edmonton—whose branch had unsuccessfully tried to call a Special Conference in 1959—opposed the motion. It implied, he said, that the N.E.C., which expected members to have confidence in it during its year of office—refused to extend a similar confidence to branch executives

although they were in daily contact with members.

"No branch," he declared, "would want to convene a Special Conference, with all the work and cost involved, unless it were satisfied that there was an urgent need. A requisition must be supported by 49 other branches, all equally reluctant, and a deposit of £500. Surely those safeguards are enough."

## "Hampering democracy"

If a Special Conference were needed, speed was essential. The N.E.C.'s motion would slow down the process, and make it more difficult for members to exercise their democratic right to ensure that their elected representatives never acted, however unintentionally, against their wishes.

"Rules that hamper branches from taking effective action are bad rules, and can lead only to a situation where the machine takes over from its master."

D. Tonge, Ruislip-Northwood, suggested that the motion could mean a lapse of three months between the development of an urgent situation and

the calling of a Special Conference to settle it.

It was also unfair to over-worked branch officers.

"Our general secretary is able and shrewd," he said. "I am busy and harassed."

"What assurance have I that, if I make a small mistake in the extra paper work this motion requires, the general secretary will not declare my requisition for a Special Conference to be invalid? I do three jobs in my branch, and I cannot guarantee to get all of the paper work exactly right. Do not make things more difficult for small branches—make them easier."

P. W. English, N.E.C., assured Conference that the Council had no wish to deprive members of the right to call a Special Conference or to prejudice small branches. Had it wanted to do that, it would have proposed more stringent conditions or a much bigger deposit.

## Only 50 need be valid

D. Hullah, Ealing, asked whether, if 100 branches requisitioned a Special Conference, and 50 of the applications were invalid, the requisition would be defeated? He was assured that it would not. Conference adopted the motion by the two-thirds majority required.

# Private sessions are for 'delegates only'

**SHOULD MEMBERS** who are not delegates be allowed to stay in the hall on the rare occasions when a private session is held? "No," said Conference rejecting a Nottingham motion to amend standing orders.

The mover, H. S. Corden, pleaded that younger members particularly, sent to Conference by their branches as observers to learn more about NALGO procedure, were deprived of a chance to hear "some very,

very enlightening speeches" because they could not attend private sessions.

A separate part of the Nottingham proposal—also rejected—suggested that a motion to take any item in private session should be put at the end of the morning or afternoon, so that delegates might warn their wives and friends: "It's no good your coming early to the next session—we have some private business." This, it was argued, would prevent delay while the hall was cleared of those not entitled to stay.

H. W. Foote, Neston, opposed the motion:

"We have 274,000 members. Supposing we had 272,000 here as visitors, all entitled to stay for a private session. How would it be private? A private session can't be



"... plenty of opportunity to gain experience"

open to every Tom, Dick, and Harry. It is for elected branch representatives only."

L. W. G. Hetherington, for the N.E.C., argued that "the proceedings of Conference should be subject to as few restrictions as possible." And, he went on:

"Private sessions are few and far between. Is it not desirable that the young member should appreciate that they are private? There's plenty of opportunity for the younger member to gain experience without hampering yourselves in this way."

Conference agreed with Mr. Hetherington, and the motion failed to get the two-thirds majority needed for any alteration to standing orders.

# Where the work was done



It is easy to forget how much behind-the-scenes work goes into organising and running Conference. All day and every day during Conference week, for example, willing volunteers from Blackpool branch, led by Conference secretary Jim Mayall (second from right), staffed this special office at the back of the hall. They were ready to deal with delegates' inquiries of all kinds.

# 22 items not reached

Out of an agenda of 153 items, 22 had not been reached when the Conference ended. Several more were adopted or rejected after only cursory debate or no debate at all, and some were withdrawn for lack of time.

The motions and amendments not reached were automatically referred to the N.E.C. for consideration during the year. They included proposals for:

More publicity, or action, to support last year's decision to press for a 35-hour week;

The declaration of a dispute in view of the lack of progress on payment of compensation for work on Sundays and bank holidays;

Increased efforts to raise the salary levels at which overtime is payable;

Steps to secure for office workers a clothing allowance for income tax purposes;

Right of appeal, after a review, where the grading of a post is not altered;

Reference to arbitration of all appeals on which no decision is reached;

An allowance for officers who have to use their homes as offices;

Regular local joint consultation to be made obligatory;

Opposition to resale price maintenance;

Wednesday-to-Wednesday bookings at Croyde Bay holiday centre;

The reference of some service conditions motions to the appropriate pre-Conference group meeting;

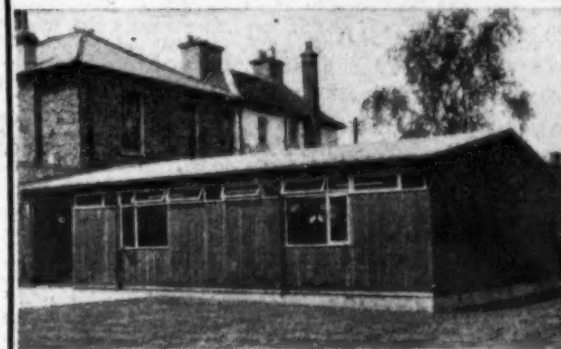
Variations in the term of office of members of the National Executive Council;

A special committee to examine and report on methods of electing the N.E.C.; and

The creation of a memorial to Jabez Darricotte.

Notwithstanding this experience, Conference rejected a motion by Birmingham and district electricity branch seeking to streamline the agenda and give more time for debates on general policy by eliminating all motions or matters which could have been dealt with through the normal service conditions machinery.

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# LOGOMIA LIFE FUND HAS RECORD SURPLUS

**THE LIFE ASSURANCE** experience of Logomia, NALGO's insurance company, during the past five years has been the best it has known since it embarked on life assurance business 34 years ago.

This was disclosed by P. H. Harrold, chairman of the board, at the annual general meeting at Blackpool on June 8.

Valuation of the £2,087,000 life fund for the five years ended December 31, 1960, he said, had shown a record surplus of £339,000—£172,000 more than at the 1955 valuation.

This magnificent result, said Mr. Harrold, had enabled Logomia to:

Declare a record bonus of £2 15s. a year on every £100 assured;

Give a special additional bonus of 10s. on every £100 on all with-profits policies in force throughout the last five years; and

Establish a contingencies reserve fund of £100,000.

"These results," said Mr. Harrold, "are the fruits of skilful underwriting, careful administration, and a watchful investment policy."

## Funds now £2½ m.

Total funds, he added, increased last year by nearly £135,000 to more than £2½ million—£606,000 more than in 1955. In the same period, premium income increased by more than £43,000.

Mr. Harrold predicted that the present buoyant conditions would guarantee Logomia's sturdy growth for many years to come.

He paid a special tribute to Miss H. Newman, NALGO's insurance officer, who completed 40 years' service last September.

# Provident Society conserves funds

Further measures to conserve the funds of the NALGO Provident Society to the benefit of its members were agreed at the annual general meeting at Blackpool on June 7. They were:

Reduction from 60 to 50 of the age up to which a member of the sickness scheme may accumulate or build up his deposit account;

Reduction of additional units of benefit under the hospital and nursing home scheme to two except for members already holding more; and

Slight increases in the cost of first and additional units of benefit to new members and of additional units to existing members who apply for them after July 1.

These changes, the chairman, Lewis Bevan, explained, were in line with the policy approved at the 1960 NALGO Conference.

That recognised that, since the introduction of the national health service and better sick leave provisions, the need for provident societies had largely gone and even the best—as NALGO's was—must decline.

Therefore, said Mr. Bevan, the management committee—on the advice of the actuaries—had adopted a programme of caution and economy, of conserving the funds without being harsh to individuals. The meeting approved this policy.



## Local Government

# MANY SUCCESSES—AND MORE AHEAD

WHAT was probably the busiest year ever in the local government service conditions field was described by G. R. Ashton, staff side leader, to the 750 delegates at the pre-Conference meeting of local government staffs.

"Each year," said Mr. Ashton, "we expect things to slacken off—but, each year, we find they don't. In the past 12 months, there have been 84 meetings of the local government committee, the staff side, the national joint council, the Local Government Examinations Board, and their various sub-committees."

It had been a year of considerable achievement, he added, and he went on to list the major successes.

The settlement of the 1960 claim had brought minimum rises of from 5 to 7 per cent, and had also covered officers in the miscellaneous and transport grades, children's and residential homes staff, and registration officers. And a new "charter" had been agreed for social and mental welfare staffs.

## Start of "career grade"

The year had also seen what Mr. Ashton described as "the start of a career grade" in local government, by the agreement allowing local authorities to offer automatic progress to the Clerical 1 maximum of £710 to selected and well-qualified entrants.

Mr. Ashton also mentioned the agreements on the gradings of library staffs and transport inspectors, and on overtime; the extensive work of the Local Government Examinations Board and its education committee; and the newly-constituted joint negotiating committee for youth leaders.

## End of "ceiling"?

The staff side, he said, had three important pieces of unfinished business: the proposed merger of the Scottish N.J.C. with the N.J.C.; the inclusion of an arbitration clause in the constitution of the N.J.C.; and the abolition of the salary ceiling. "Minor difficulties arose over the wording of the arbitration clause—but these have now been ironed out, and we hope to reach agreement at the annual meeting of the N.J.C. in July," he said.

Mr. Ashton traced the his-

tory of attempts to raise the salary ceiling. Whilst the employers were ready to agree to NALGO's request for two seats on the newly constituted chief officers' committee, the professional bodies on the staff side had been the obstacle.

"But I think I can assure you," he said, "that we have won the day, and, that it will soon be possible to amend the constitution."

## SALARY POLICY

### "Forward-looking"

Mr. Ashton then referred to the new salary policy which was to be put to Conference later in the week. As far as local government was concerned, he said, this was a forward-looking policy which would recognise the importance of the service and the work of its officers. On the conditions of service side, they were reviewing the Charter in all its "colours"—so as to improve it and bring all sections into line.

"But don't let us fool ourselves that the employers are going to accept any major changes easily. The last settlement gave them a fair amount of indigestion—and some of them haven't yet swallowed all they agreed to."

The general discussion was quiet and uneventful, and questions' points were answered by Mr. Ashton and George Newman, local government service conditions officer.

## Plan for "miscellaneous"

J. Mercer, Liverpool, made a plea on behalf of the miscellaneous class of officers:

"They do an important job," he said, "and are worried because they feel they are being looked on as an afterthought. It was a pity they could not have been left within the Charter."

"Why haven't you taken any action on last year's decision on appeals?" was the question of T. C. Barton, Manchester.

"It's a sore point," replied Mr. Ashton, "but you have to negotiate. The employers want to tighten up the appeals provisions—and we want to widen them. It remains our clear instruction, and we will deal with it when we can."

V. Brine, Rochdale, asserted that authorities had too much

power in the grading of supervisory posts—where officers in the subordinate jobs had their grades fixed by national agreement. George Newman went into some detail on rights of appeal to explain "a thorny problem." He said that NALGO had been able to deal with cases where grave injustice had occurred, but some cases were difficult.

Last word was with K. E. Amyes, Northants, who complained that NALGO's publicity on salaries was still too far behind that of the teachers.

"Here they are," he said, "threatening to strike because they consider a £4-a-week rise inadequate. And don't forget they only work 27½ hours to our 38, and they have three months holiday to our three weeks."

## SCOTTISH POSITION

### "Many deficiencies"

N. McLean, N.E.C., Scottish staff side leader, gave a short review of the work done in Scotland over the year.

He spoke of the salary settlement of last December, and said that, whilst, at certain levels,

## Services talk things over

As usual, various sections of NALGO's membership met separately to discuss their own service affairs on the day before Conference. Their meetings are reported on these two pages.

there were better scales in Scotland than in England and Wales, there were still many deficiencies. Weights and measures inspectors, and sanitary inspectors, were cases in point; and, after the last award, the staff side had declared a dispute about them.

"Unfortunately," said Mr. McLean, "the chairman and three members of the employers' side were unseated in the recent elections. This may be retribution—but it causes serious delays."

"We have had some success on leave and overtime, and we now propose to tackle the real problem of equal pay for equal work."

Mr. McLean also dealt with the merger of the two national joint councils. He said that the support of the manual workers had been obtained, and that, on May 4, the staff side had made formal application to the employers' side for their agreement to the merger.

## Water

# 'TELL THE PEOPLE—AND WIN MEMBERS'

"PEOPLE TAKE us in the water industry too much for granted," H. R. L. Strawbridge, N.E.C., told the pre-Conference meeting of water staffs. "But we play a great part in the industrial life of this country—and we must let people know it."

Mr. Strawbridge, who is chairman of NALGO's water committee, was appealing to the 30 delegates present to rally behind the national committee, boost their public relations activities, and go all out for big gains in membership.

A. E. Nortrop, N.E.C., presided over the meeting, which was addressed by John Lancaster, national organising officer for water staffs.

Mr. Lancaster said that, following the first full year since the set-up of the national water committee, the time had come to see how effective the machinery was. He reviewed the work of the committee, and took a look into the future.

"One of the main issues we have considered," he said, "has been the question of setting up negotiating machinery for water staffs. There are differences of opinion on this subject, and the committee is going to hold another referendum, so that a fresh review of the situation can be taken."

Mr. Lancaster went on to tell the meeting of other topics dealt with during the year. Both the water committee and the law and parliamentary committee had had long discussions on Parliamentary Bills dealing with the grouping of water undertakings. And much time had been spent dealing with the question of transfer of superannuation rights.

## No redundancy

On membership, Mr. Lancaster said that there had been an increase during the year, but, now that committees had been set up in every district, he expected the rise to be even faster, particularly among company staffs.

"You will see, from the items we have discussed," he concluded, "that this past year has not only been one of consolidation, but a most businesslike one."

In the general discussion, several delegates voiced their doubts about amalgamations, and T. C. Barton, Manchester, asked if there was any evidence of redundancy. He was assured there was none at present.

C. W. Humpherson, Gloucester, asked what inducements NALGO had to offer to company staffs to come into membership. Mr. Lancaster said there were difficulties; but agreed that everything possible must be done, and it was up to water staffs in local government to take the lead and go into the field and recruit them.

## Gas

# Unity of gas staffs nearer

THIS YEAR'S pre-Conference meeting of gas delegates found members enthusiastic about an N.E.C. motion on the main Conference agenda—the one to change the national service conditions sub-committees into national committees. As the national organiser for gas staffs, G. W. Phillips, put it:

"This is merely putting into words what has been the fact for a long time—that, in NALGO, gas members determine their own affairs, though always with the support and strength of the rest of the Association behind them."

It had long been NALGO's aim, Mr. Phillips went on, to achieve the "trade union unity" of all gas staffs.

"During this year, the N.E.C. made a formal approach to our friends in the British Gas Staffs Association for a specific amalgamation of the two organisations. This is the first time definite proposals have been made."

"We feel that the first important step has been taken, and that, before long, we may have in NALGO the large majority of gas staffs."

## "Look ahead"

Mr. Phillips said NALGO should not be modest about its work in a year of outstanding improvements in conditions.

The national gas committee had now decided that it was time to stop looking back, and to look forward to what should be the position of staffs in the gas industry. The national committee had asked the Association's representatives on the National Joint Council for gas staffs to look at the whole structure of the national agreement, with a view to suggesting improvements.

"If the gas industry is to take on a modern aspect," said Mr. Phillips, "salaries must be modern and up-to-date. This is what we must impress on the employers."

F. C. Mereweather, Bristol gas, asked if, since the last claim had been at least partly based on comparison with the civil service, the Association would be putting in a new claim based on the recent civil service award.

Mr. Phillips said that was a matter for the committee to decide, but he felt sure it would be interested in the new civil service rises, especially the latest of 3 per cent. But he stressed that the last gas claim had drawn comparisons with outside industries and services generally, as well as with the civil service.

## Strategy—and tactics

A. Blue, N.E.C., Glasgow gas, a member of the national committee, supported Mr. Phillips in this. The problem had two aspects, he said—strategic and tactical.

"I am 100 per cent with Mr. Phillips on the strategy he defines. We are aiming to create a public image similar to, but perhaps not quite the same as, that of the civil service."

"Tactically, we must use everything we can to get on. If the teachers, or the police, or the gas manual workers get an increase, we will use it to achieve our strategic aim."

F. Eade, chairman of the national committee, discussed the question further.

"We are looking at the whole of the salaries structure," he said, "with terms of reference something in line with electricity supply. You'll realise the difficulty of trying to compare our scales with theirs."

## Crossing the bar

Mr. Phillips outlined some of the year's negotiations.

The claim for upgrading of copy-typists and machine-operators had failed. But the employers had stated that gradings were a matter for the area

joint councils. He asked all area staff sides to try to get up-gradings for these posts and, if unsuccessful, to refer them to the national conciliation panel.

In answer to a question about the job bar from Mrs. W. Bayliss, Manchester gas, he pointed out that the definition of grade A/B itself covered "routine duties." Therefore, any work senior to simple routine duties should have no difficulty in getting beyond the bar.

"If you do have any difficulties," he told delegates, "send them up to national level."

## Deferred pensions?

On pensions, he said that the staff side had attained what it had thought was almost the impossible in persuading the Gas Council to enter into consultation with the trade unions on pensions matters. In the near future, he thought, provisions for deferred pensions would be written into the pensions scheme.

"Initially the power to award a deferred pension will be kept for cases of redundancy; but it will be there for us when the Gas Council and area boards want to extend it to people who have to retire early."

Miss Della Phillips, Birmingham, later pointed out how valuable frozen pension rights could be for women in the industry who might at present, after 12 or 15 years' service, retire to get married and get back their own contributions.

## Depressed seniors

Mr. Phillips referred to the senior officers' questionnaire, which he had announced at the previous year's meeting. Response to this had been disappointing—just over 40 per cent—but there was one verdict that could be drawn: that the general level of salaries was lower than one would find in any comparable service.

The officers' side intended to demand the withdrawal of the provision which allows groups of officers to opt out of the negotiating machinery.

Many delegates, still worried about redundancy, were assured by Mr. Phillips that everything was being done to reach agreement on compensation.

"The goodwill of the Gas Council is there, but we have to overcome the attitude of the Government on this," he said.

He advised members not to force the committee's hand, and pointed out the danger that too ready agreement on compensation provisions might make redundancy more likely.

## Arbitration on overtime?

Mr. Phillips mentioned the failure to agree on improved overtime provisions, and said that the committee was waiting for developments in other services before deciding whether to go to arbitration or not.

R. Musgrove, Nottingham gas, was indignant about the number of "noes" and delays in recent negotiations.

"Members are getting worried about these delays. They are not going to wait indefinitely."

George Phillips answered that, on the whole, gas staffs had done well. True, they had had a number of "Noes," but we had also had some "Yeses." It was the cost of last year's salary settlement, he said, that was making the employers reticent about other things now.

The chair was taken by K. W. Jones, N.E.C., a local government member who serves on the national gas committee.

## Carried unanimously—



... that these sandwiches are the best we've ever tasted—and whoever prepared them deserves ungrading." A motion Conference didn't discuss was passed by delegates' children at their party in Blackpool tower. There were 250 young guests, and, in addition to a jolly good tuck-in, they went on a tour of the zoo and the aquarium, and saw Pnuch and Judy and a performance of the famous Blackpool children's ballet. In charge of the willing helpers was Margaret Harrison, of Blackpool branch.



## Electricity

## Four points for pay policy

"CRITICISMS have been constructive, and nowhere have we had pressure to put in a claim at the wrong time or unbacked by facts." In these words, R. M. Creed, chairman of the electricity committee, thanked members for their support last year. He was speaking at the pre-Conference electricity staffs meeting. In the chair was Norman Bingham, chairman of the N.E.C. service conditions committee. Mr. Creed announced that the committee would meet specially on July 17, to look at the present position on salaries and service conditions and to decide what should be done.

### "Must have the best"

The national organiser, L. G. Moser, referred to last year's salary award, and thanked members for their many spontaneous messages of congratulation.

"But there is nothing so dead in NALGO as a 12 months' old salary award," he went on.

There were four points to consider in deciding future action. Any advance obtained must not be eroded by rising costs of living;

Salaries must not fall behind those for similar work in other fields;

The position of administrative and clerical employees in the supply industry must be kept up in relation to that of other employees in the industry; and

They must have the best possible salary structure.

On this last point, Mr. Moser stressed that they must not look only at the advantages of other salary structures and say, "Why can't we have that?"

"All types of salary structure," he said, "have their advantages and disadvantages. Ours has worked pretty well; but we should be prepared to alter it if change is justified."

Mr. Moser listed the improvements in service conditions during the year. He welcomed the agreement on the grading of station clerks, but thought that some prodding from divisional electricity branches might end the disappointing delay by the Central Electricity Generating Board in bringing the agreement into force and regrading posts.

He gave details of the overtime agreement reached the week before (see page 25). This had been based on what ought to be the eventual position for all non-manual staffs. The agreement gave less than this, but he thought it was a step forward.

### "Complacency" charge

In the discussion, W. W. North, North East London electricity, alleged complacency at national level about the pay of clerical staffs, and quoted statistics to show that electricity staffs were behind many others.

Replying, Mr. Creed pointed out that statistics from before the last award were of no use in future negotiations, and Mr. Moser mentioned factors which made these comparisons invalid.

"It is all very well to pick out the odd scale here and there," he said. "We like to make comparisons with the clerical officer in the civil service, with the banks, and with insurance. We overlook that, in some of these, increments are not guaranteed, that many women are employed at much lower salaries, that, though the civil service clerical officer is guaranteed to reach the maximum at 36, he has to wait till then whether he is doing senior duties or not."

### Productivity reviews?

Most of the discussion was taken up with the subject of classification, on which many delegates felt strongly. J. I. McCarthy, Tees sub-area electricity, said that his district had suggested biennial reviews of

productivity increases up to 1968, with salary revisions in proportion.

"The employers must realise that this industry is vital to the economy of the country," he said.

D. Wetherill, Brighton area electricity, thought that, if chief accountants could share in productivity increases with chief engineers, staffs generally should share in them, too. Mr. North cited the recent creation by the London Electricity Board of an N.J.B. sales staff. These were now expecting a £60 productivity increase; but the N.J.C. salesmen who had largely contributed to increases in sales would get nothing.

C. R. Gibson, Bristol electricity, was for caution.

"It's five years since I was on the national sub-committee, and it was discussing classification then. The committee has now had the decency and humility to come and say, 'We have done our best and we don't know the solution.' It is too easy to talk in general terms and not produce a workable scheme."

### Appeal rights lost

In reply to demands for action, Mr. Moser asked delegates if they were prepared to live with the disadvantages of a classification scheme like the engineers, which often meant that people doing the same job received different pay.

If the committee could find a way of getting the advantages of classification without the disadvantages, it would do so.

As the meeting felt strongly on this subject, Mr. Creed promised that the special meeting would look at it again.

# 'GIVE US 6th FREEDOM —TO NEGOTIATE!'

A "SIXTH FREEDOM" for Britain's bus industry—freedom for its staffs to join a trade union and to be represented by that union in all matters concerning their livelihood.

This was the demand made by John Lancaster, NALGO's organising officer for transport staffs, when he spoke at their pre-Conference meeting.

He was referring to the "five freedoms" proposed by Mr. John Spencer Willis for the new organisation, "Britain's buses." These were: freedom to operate; freedom to move; freedom to serve; freedom from ancient restrictions; and freedom from unfair competition.

### "Octopus"

Mr. Willis is managing director and deputy chairman of the British Electric Traction Company, which Mr. Lancaster described as a "financial octopus"—"the main objector, not only to the establishment of national negotiating machinery, but also to the recognition of trade union organisation."

This year's meeting was coloured by the knowledge that the refusal of employers in South Wales fully to negotiate with staff unions had led the National Executive Council to propose a "withdrawal of labour" clause in NALGO's constitution.

### Eight-year struggle

Both Miss F. E. Pole, N.E.C., chairman of the national transport committee, and R. G. Oakley, N.E.C., who took the chair at the meeting, pointed out that this was a demonstration of the way in which the Council was prepared to respond to a call for help from a small section of the membership; and both appealed to transport members to support the N.E.C.

Much of Mr. Lancaster's address was concerned with the struggle for national negotiating machinery, particularly since 1953, when it had finally become clear that the road passenger transport industry would not be nationalised for some time.

Some progress had been made in Scotland, and also by the setting up of the joint negotiating committee for the Tilling group of companies. But in both cases there were limitations which the three unions concerned (NALGO, T&GWU, and NUR) wanted removed.

### Pay talks opened

On salaries, Mr. Lancaster said some reasonable increases had been obtained last year. Fresh pay talks were now going on with the managements of B.E.T. companies, and the Tilling group joint committee would be meeting soon after Conference.

He reminded members that, generally, managements of bus companies refused to settle pay rises for non-manual staffs until the National Council for the Omnibus Industry had dealt with the manual grades. He went on:

"This shows how absurd is the attitude of the employers towards trade union organisation and collective bargaining in respect of their 'white collar' staff, since, factually, staff increases are measured by the decisions of an established Whitley body, but one on which there is no provision for the staffs' voice."

### Canal staffs progress

Mr. Lancaster went on to speak of the salaried staff of

waterways divisions. The difficulty over a rise for them, which he had mentioned at last year's meeting, had been overcome. The resulting salary increases had taken effect from a

### Transport

date earlier than that achieved for other sections of transport staffs—and many more waterways members had come into the Association. A further claim had now been submitted, and would be discussed at a joint meeting soon after Conference.

### Reluctant recruits

The ensuing discussion dealt largely with efforts now being made by transport employers to develop education and training. Mr. Lancaster had said that such plans were commendable—but that their success would depend on the provision of properly-paid opportunities for advancement.

Supporting this, W. A. Crocker, Potteries motor traction, said that, in a local grammar school careers session he had taken part in, only 2 per cent of the pupils coming forward for advice had been interested in passenger transport—and it was their sixth choice!

### "Qualification pays"

Miss Pole reminded members that it was in their own interests to support moves towards a qualified service:

"The employers will not get qualified recruits unless they are prepared to pay for them," she said.

In reply to a question from A. S. Thomson, Aire and Calder navigation, Mr. Lancaster said

that the question of altering the date of the leave year for inland waterways staff would be raised after the present pay claim had been dealt with.

Miss Pole, Mr. Lancaster, and other speakers all stressed the great importance of extending NALGO's membership among passenger transport staffs. On this might well depend the success of the Association's continued efforts for satisfactory negotiating machinery and fair rates of pay.

## CONFERENCE BACKS TRANSPORT FIGHT

Conference showed its solidarity with company passenger transport members when it unanimously carried a National Executive Council motion restating the Association's resolve to protect and represent these members, and urging the Council to press on with its fight for negotiating machinery.

Miss Florence Pole, chairman of the transport committee, said that thanks were due to Conference for its decision to include the withdrawal of labour in NALGO's constitution. That was the clearest indication of support to transport members.

## A. and C. award 'crushing and incredible' —'but we could only accept it'

"IN FORMER times, we used to report 'a busy year.' Then it became 'a very busy year.' But, after that, we ran out of superlatives," said Ben Smith, health service organiser. He was giving a review of the past 12 months' work at the pre-Conference meeting for health service members.

Mr. Smith outlined problems in hand and plans for the immediate future.

He described the recent Industrial Court award for A. and C. staff as "crushing," and the date of operation—April 1—as "incredible."

### "Had to accept"

The case for the claim had been put with a wealth of material. Nothing had been left undone to justify it with relevant evidence. Although telegrams and letters from branches, denouncing the award, had been received after its publication, NALGO in general had had no choice other than to accept it. Not to have done so would have damaged the Association's claim to have disputes settled by arbitration, and frustrating and unprofitable negotiations would have followed.

The impartiality of the Industrial Court was questioned later in the meeting by one of the delegates. In his reply, Mr. Smith pointed out that the management side had never refused to go to arbitration on a salary claim. If one analysed the awards over the years, it could be seen that they were more in favour of the staff side proposals than those of the management side.

"It would be unworthy of us, every time we have a failure, to impugn the impartiality of the Court," he said.

Mr. Smith reported that, after

the award for A. and C. staffs, a claim for a 4 per cent increase was put forward for the non-

### Health

hospital designated grades. A matter of principle was involved, and the claim, which the management side was disputing, would not be settled without difficulty.

Mr. Smith added that the members of the staff side were not "niggling wranglers," but, unless they stood by their principles, they would not emerge with any credit from the dispute.

Of "anomalies" amongst A. and C. staffs, Mr. Smith said that there were almost as many as there were categories of staff. He pointed out that to aim at what was objectively fair—not what was subjectively fair with the interests of a minority pressure group uppermost—was the best way to produce a good general result.

### "Points" revision dangers

On the question of the revision of points for A. and C. staffs, Mr. Smith said that the Noel Hall investigation had found that the "points-for-beds" scheme to determine designated officers' salaries was neither satisfactory nor scientific. The investigators had suggested that outpatient attendances should be taken into account; this would probably be done, but there were many dangers and difficulties for the staff side unless there were also adequate

protection. The staff side concern was that anyone whose post was down-graded because of revision of points should be protected, and, after discussion, the management side had agreed to this.

Turning to the P. and T. "A" Council, Mr. Smith said NALGO had taken the line that only by having trained and experienced negotiators for them would these categories of officers secure salaries appropriate to their training and qualifications. Up to now, however, they had shown no disposition to join NALGO.

### 750 Almoners join

An example of what could be done by co-operation was the case of the Almoners' Association. Application forms and circulars were sent to 900 members of this professional association. More than 750 had now agreed to join NALGO, thus giving NALGO the responsibility of acting for them in negotiations.

It was in the interests of professional societies to meet and discuss the terms on which they could come into NALGO. Members themselves could help by passing on information about NALGO to their colleagues.

One matter of concern to members generally was the danger of redundancy. The Ministry of Health's view was that redundancy should be "cushioned," so that those employees who lost their jobs could receive a sum of money in proportion to their years of service. This scheme had been discussed in the General Whitley Council, and NALGO's view

was that, if there was redundancy in one part of the health service, then this was a problem for the service as a whole. Any scheme must put on employing authorities the responsibility of finding alternative employment for those affected. It was important that skill and experience should be retained in the health service, and made available to the rest of the country.

To questions from delegates on the training scheme for hospital administrators, Lewis Bevan, chairman of the national health committee, replied that the scheme was a good thing for the hospital service and for universities, who supplied most of the trainees. But very little advantage had been taken of the scheme by members in the service. Of 218 applications in a year, only 12 came from officers in the health service. This was a reflection on the service, not on the Minister of Health.

"Tell young people to take advantage of the scheme," said Mr. Bevan. "It is a particularly good one. After a three-year course, they would be well on the way to a decent job."

### Service united

Other matters discussed included disciplinary machinery, inspection of establishments, catering advisers' appointments, Whitley Council machinery and mileage allowances.

In summing up, the chairman, R. Morgan, N.E.C., said that the general feeling of the meeting had shown that delegates were thinking on the same lines as their representatives on the national committee. There was no real divergence of opinion, and it had been a really worthwhile meeting.

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## Bright ideas that really shone!

THERE WAS an exciting finish to the Bright Ideas contest which highlighted this year's pre-Conference meeting of NALGO's voluntary public relations officers.

Half-way through, John Sudell, Lancashire county, chalked up 29 votes out of a possible 36, for his suggestion that chief officers and/or councillors should be "put on trial." And, right up to the last minute, it seemed that he would win the contest outright.

But last-man-in Kenneth McFadyen, West Sussex, robbed him of this distinction. "Help the scouts" was Mr. McFadyen's idea—and it, too, won 29 marks, thus producing a tie for first place.

### Attractive show

More than 70 bright ideas had poured in to Headquarters after the contest was announced in April, and ten of them had been selected for this eve-of-Conference final.

They were the background of a fast, attractive show that clearly held the interest of its packed audience.

Well-planned staging helped. On one side of the "stage" sat the ten finalists. One by one, they were called to the "witness-box," and allowed two minutes each to outline their bright

ideas. On the other side sat four interrogators—Ted Varley and Ron Hill (chairman and vice-chairman of NALGO's public relations committee), Alec Spoor (public relations officer and editor of *Public Service*), and George Graves (press officer)—who put a question or two to each. And, in the centre, were the four judges, each a district public relations officer: Peter McNamara (East Midlands), Ron Veitch (North Eastern), Fred Magill (West Midlands), and Colin Lancaster (Yorkshire).

As each finalist finished answering questions, the judges showed their verdict by holding up large numbered cards.

The show was produced and compered by Norman Rogers, the Association's public relations organiser.

What of the ideas themselves? They were judged on their originality, practicability, and value as NALGO projects.

John Sudell's aimed at cashing in on the public's liking for television "trial" programmes like "State your case," "Under fire," and "Boyd Q.C." by "try-

ing" representatives of the public services.

"The stage would be set as a courtroom," he said. "On the bench would be a master of ceremonies. Charges would be brought by the public, assisted by a prosecuting counsel or questionmaster. The audience would form the jury."

"A programme like this could correct much misunderstanding in the minds of the public, and lead to a lot of good publicity."

"It would be flexible, and could be applied to any of the NALGO services."

### Civics for scouts

Mr. McFadyen's suggestion was that branches might arrange courses for senior scouts who wanted to take the test for their civics badge. Instructors for this, he said, were difficult to find. He proposed a one-hour-a-week, seven-week course.

The first two prizes of £20 and £15 were divided between these two, who each received £17 10s.

The third prize of £10 went to F. Streatfield, of Canvey Island, whose "Good Samaritans" suggestion was vigorously presented by Mrs. G. Edwards, and won 28 marks. Mr. Streatfield proposed a national competition to find the NALGO "Good Samaritan" of the year, with press, radio, and television

coverage like that for the *Daily Mail* "Get Ahead" contests.

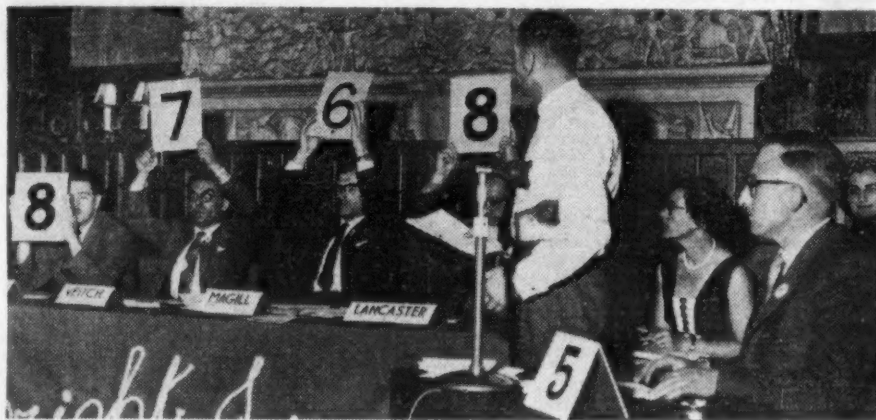
"This would draw attention to the praiseworthy work of NALGO members, and do much to combat unjustified criticism."

The £15 for runners-up was divided among three contestants, each of whom scored 27 points.

A. W. J. Masters, Aldershot, who proposed a national scheme offering public libraries book-marks with information about NALGO's services; J. W. Hanlay, Ashington, who proposed

that branches should encourage schools to set up their own "junior councils," with departments and officers corresponding to those at the town hall; and E. John Prew, Greenwich, who proposed monthly Mayoral "At Homes" for schoolchildren.

A leaflet outlining the ten finalists' ideas will be sent to all branches; and selections from the other 60 will be described from time to time in the Headquarters bulletin on public relations, *PROFILE*.



Last man in—but he tied for first place! Kenneth McFadyen's "Help the scouts" idea brought him 29 marks out of 36.

(Top left) The ten finalists are on the right of the picture. In the centre are the four judges, and on the left, the interrogators.

(Below) The judges hold up their score cards. In the right-hand corner is John Sudell, joint first prize-winner.

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# LATEST NEWS FROM ALL SERVICES

## LOCAL GOVT.

### Compensation meeting

NALGO's comments on the draft compensation regulations circulated by the Ministry of Housing and Local Government last year were discussed at a meeting of representatives of the Ministry and of the Association on June 27. J. G. Iles led the NALGO group.

The Ministry's spokesman, apologising for the delay, said that some hundreds of sets of comments had been received by the Ministry up to the end of February, 1961. All these were now being considered, but the Ministry's line of action had still to be determined.

He mentioned that there were 18 sets of compensation regulations in force, on which draft regulations were based; the Ministry would, therefore, find it difficult to agree to any substantial amendment.

The principal points discussed at the meeting related to: the assessment of compensation, which NALGO's representatives considered should be based on gross pay and not (as in the draft regulations) on pay less superannuation contributions; the service qualification of eight years, which NALGO thinks should be reduced to three; and the scant provision for part-time officers.

There was also much discussion about the review of compensation, and it seems likely that the Ministry's representatives were convinced of the need for some change on this point.

On the whole, however, the Ministry's officers were not prepared to commit themselves at this stage, and it seems likely that a revised draft of the compensation regulations will not appear for some time.

### L.G.E.B. quarterly

The first issue of the Local Government Examination Board's news-sheet on education and training has recently appeared under the title *Comment*. It is an eight-page publication, and will come out quarterly.

Its aim is to publicise the work of the board's education committee to improve and extend the educational and training facilities for local government officers.

*Comment* is being sent to all branches, and it is hoped that it will be useful in encouraging officers to take full advantage of present facilities.

## TRANSPORT

### Rises for Tillings . . .

Increases of from 6s. to £1 2s. 6d. a week have been negotiated for clerical and supervisory staff employed by the Tillings group of companies. They will be paid from the first full pay week after June 1.

The employers also accepted the principle of equal pay for equal work, and, as a first step, gave bigger increases to women than to men. It is understood that the employers want to reach equality by several stages, and the staff side is to meet again to consider a formula.

The staff side are also to consider putting forward a revised salary structure.

The increases are:

Class 1 men	Age	Old	New	Rise
		£ s. d.	£ s. d.	£ s. d.
	13	3 14 0	4 0 0	0 6 0
	16	4 4 0	4 10 0	0 6 0
	17	4 14 0	5 0 0	0 6 0
	18	5 10 0	5 19 0	0 9 0
	19	6 6 6	6 15 6	0 9 0
	20	7 2 0	7 11 0	0 9 0
	21	8 14 6	9 7 6	0 12 6
	22	8 18 6	9 11 6	0 12 6
	23	9 3 0	9 15 6	0 12 6
	24	9 6 6	9 19 0	0 12 6
Then by merit.				
	B	10 0 6	10 15 6	0 15 0
	C	10 5 6	11 0 6	0 15 0
	D	10 12 6	11 7 6	0 15 0
	E	11 7 0	12 7 6	1 0 0
	F	12 7 0	13 7 6	1 0 0

## HEALTH

### Designated's 4 per cent

A 4 per cent salary increase for non-hospital designated officers, operative from April 1, 1961, was agreed by the A. and C. Whitley Council on July 12. This settlement has been achieved even though the attitude of the Ministry of Health had seemed to suggest that arbitration was once again inevitable.

### Overtime and weighting

Minor improvements in present overtime arrangements for A. and C. staffs were also agreed, although a number of major improvements sought by the staff side have been rejected by the management side, and the staff side is considering the position further.

The A. and C. Council has agreed to refer the staff side claim for increased London weighting to arbitration.

### Supplies officers

The management side has rejected the staff side proposals that all supplies officers should have salary scales which are 80 per cent of those of the appropriate group secretaries' scales.

The staff side is considering the position.

### Special grades

The salary position of the special grades is to be discussed with the management side; but there is firm opposition to the staff side claim, and there will be formidable difficulties to reaching any kind of settlement—particularly because of the present concern of the Chancellor of the Exchequer to reduce expenditure in the public services.

### Points revision

All A. and C. staffs whose salaries are determined by points will be concerned with proposals now being made by the management side for a revision of the points scheme. This would give weight for out-patient attendances, but would also involve a re-assessment of points for certain types of beds. Discussions on this will be long and involved; but branches and members will receive detailed information by circular from Headquarters.

### Radiographers, etc.

An increase of 5 per cent. in the salaries of radiographers has been accepted by the staff side, provided this is operative from January 1, 1961, and is "without prejudice to a further claim for revaluation."

Speech therapists are to receive an increase of 5 per cent. in their salaries from May 1, 1961.

Staff side proposals for a general revaluation of salaries for psychiatric social workers and almoners will be discussed soon.

### Professional bodies

The health committee of the National Executive Council has decided to approach the professional societies covering P. and T. "A" staffs within the professions supplementary to medicine, in order to discuss arrangements for these staffs to join NALGO. The Association can then accept responsibility for preparing, presenting, and furthering a claim for a general revaluation of their salaries. It is hoped that these professional bodies will, like the Institute of Almoners and the Association of Psychiatric Social Workers, recommend their members to join NALGO. If they do, and the staffs respond as did almoners and psychiatric social workers, effective action can be taken in the Whitley Council, and at arbitration if

necessary, to remedy the present inadequate salary standards.

### Laboratory technicians

The staff side claim that the salary standards of the scientific civil service should be applied to medical laboratory technicians in the health service will be discussed by the Whitley Committee on July 26.

The staff side has already formulated proposals for new salary scales, so that, if agreement is reached on the proper levels of comparison, these may

## CORRECTION

Last month, we inadvertently stated that the new A. and C. arbitration award gave an increase of £40 at all points of senior administrative officers' scales. The increase was actually £30 throughout.

be submitted immediately to the management side.

It is expected that a final settlement of the salary question will be reached in September.

### R.H.B. works staffs

The claim for better pay for regional hospital board works organisation professional and technical staffs will be considered by the Whitley Committee on August 2. The claim is that the present salary scales, which were implemented in part from July 1, 1959 and in full July 1, 1960, should be increased to take account of movements in the salaries paid to various comparable posts in other public authorities.

### Hospital engineers

The Association's views on the work and training of hospital engineers are set out in a paper which has been submitted to the study group appointed by the Minister of Health.

Copies of this paper may be obtained from Headquarters.

Representatives of the Association met the study group on July 5, to discuss the paper.

## ELECTRICITY

### Overtime progress

Better overtime provisions for administrative and clerical grades in the electricity supply industry were agreed by the negotiating committee of the National Joint Council on May 30. The provisions, which took effect from June 1, are as follows:

Payment will be made after the first half-hour of any one day, instead of the first hour.

Plain-time rate will apply to the first four hours, instead of to the first six hours, of overtime in any

## L. G. MOSER

Members will be glad to learn that L. G. Moser, national organiser for electricity staffs, is back at work in full health. He collapsed from nervous strain during Conference week, and was ordered by his doctor to take three weeks' rest and to resume his work again in easy stages.

week. For each hour of overtime in excess of four, payment will be at plain-time rates plus 25 per cent.

Payment will apply up to and including grade 4 (salary maximum, £1,010 a year) instead of only up to grade 3 (salary maximum, £880 a year).

A separate provision has been introduced for overtime on Sundays and the nine days' "public and other" holidays, allowing for time off and payment. The committee did not think it necessary to define periods of work more closely, so, in future, any period

of work during a morning or afternoon of any of the days referred to will be compensated by a half-day off and by payment for half a day at plain-time rates. Similarly, work which spreads from morning until afternoon attracts pay at plain-time rates for a full day plus a full day off.

This settlement does not go as far as the staff side would have wished, but it does substantially improve the old position, and should bring advantages to many members called upon to co-operate by working outside their normal hours. It is still hoped that regular and substantial overtime will be avoided, and that, where the nature of duties makes it unavoidable, arrangements will be made for compensatory time off.

## GAS

### National committee

At its meeting on June 27, the gas committee considered the implications for gas staffs of the Conference decision on salaries policy (see pages 8-9). It referred the whole question to a sub-committee for detailed examination. The sub-committee has been authorised to call a special meeting of the committee if necessary.

The committee endorsed the view of the officers' side of the Senior Gas Officers Joint Council that now was the time to make the senior officers' machinery fully comprehensive. There could be no justification, in a nationalised industry, it agreed, for excluding some officers from the benefits of joint negotiation. NALGO's senior gas officers' advisory panel will be informed of these views.

The committee received a report on the discussions on amalgamation between representatives of NALGO and the B.G.S.A. It also noted with approval the proposal that the intermediate grades machinery be wound up.

### Staff side

The staff side of the National Joint Council, meeting on June 28, reviewed the position arising from the refusal by the employers' side to concede the claim in respect of holiday entitlement relating to length of service; the counter-offer made by the employers' side; the decision by the N.J.C. to record failure to agree; and the decision to refer the dispute to arbitration. It decided to make a further approach to the Gas Council in the hope that a negotiated agreement might be possible.

The staff side also agreed in principle with a NALGO proposal to amend the model constitution for joint consultative committees, so as to enable employees under 21, who satisfy the other qualifications, to vote and be candidates in elections of employees representatives.

It is to make a further approach to the employers' side to secure improvements in the overtime agreement.

Because of the number of interpretations placed upon the hours-of-work agreement, the staff side will seek an authoritative interpretation from the National Joint Council.

### Senior officers' leave

Commencing with the current holiday year, senior gas officers will be entitled to four weeks' holiday. This was agreed by the Senior Gas Officers Joint Council on June 13.

Any existing individual contracts of service giving entitlement to longer holidays will not be affected, and area boards will retain their discretion to vary the length of annual holidays upwards in individual cases. There will, however, be no right of appeal in respect of this discretion.

## NEW TOWNS

### Compensation prospects

As reported on page one, NALGO has received a copy of a letter sent to the chairmen of all new town development corporations by the permanent secretary to the Ministry of Housing and Local Government.

The letter says that consideration has been given for some time to arrangements for dealing with any redundancy that may arise as the main work of development is completed. It points out that the New Towns Commission will come into being on October 1, and is likely to take over Hemel Hempstead and Crawley next April.

"The general object," says the circular letter, "must be to reduce redundancy to a minimum. This view was strongly pressed by the staff side and we [the Ministry] share it; though we think it has to be recognised that some redundancy will be unavoidable as towns reach the stage of transfer."

The circular does not attempt to make any forecast of the extent of redundancy, and it says that the commission, when formed, must be free to make its own staffing arrangements, and not be committed to any particular form of organisation.

But it gives certain guarantees to the staff at Hemel Hempstead and Crawley. No notices of redundancy will be given before December 31 this year. And, as these do not expire for 12 months, nobody will be redundant for nearly 18 months. Staff employed on routine management or maintenance of corporation properties are not likely to be given notice before the end of 1964. And staff working on specific projects will be retained until those projects are completed.

These arrangements are, of course, subject to the usual conditions about misconduct and efficiency. It is hoped that similar assurances can be given as other towns reach the take-over stage.

The Ministry says it is not in a position to ask corporations to give preferential treatment to officers serving in towns where work is coming to an end; but the circular says:

"It will be evident to all concerned that the experience of such officers is likely to be particularly valuable to continuing corporations and the commission, as well as to any new corporations which may be established."

The circular also says that the Minister is considering the payment of removal expenses to an officer who is leaving employment with a corporation which is being wound up, and who would not be eligible for a resettlement grant.

### Resettlement grants

On resettlement grants, the letter says that provision has been made to deal with the special difficulties of staff necessarily declared redundant who do not find another job immediately.

The qualifications for eligibility are three years' service immediately before finishing; not entering employment in which superannuation rights could be maintained; and not refusing a similar post with another new town.

The grant will consist of a lump sum equal to two-thirds of the final weekly rate of pay, for each completed year of continuous service up to a maximum of 13 years. And, for officers over 45, an extra grant for each completed year of service after reaching 45, with a maximum of 13 years.

Consideration will also be given to cases of special hardship, but no formula has been laid down and each case will be dealt with on merit.

The circular asks chairmen to let their staffs know of these arrangements as soon as possible.



## NO 'STAR TURNS' AT CONFERENCE

CONFERENCE THIS year nearly had a striking departure from normal procedure, when an electricity member wanted to "sing to his small guitar." Perhaps his idea was not as dramatic as some of the entries for our May competition, "Drama at Conference"—but it was original enough to hit the headlines, and unusual enough to be ruled out of order.

### This month's competition "Under active consideration..."

Some critics say that NALGO's Annual Report is always the same, and that only the date on the cover enables members to tell one year from another.

Is it true, for example, that important and stirring events are ironed out by the necessarily guarded language and involved sentences of the Report?

How, for example, might it have related the happenings of 55 B.C., or of 1215, or 1789? What will it be saying in 1984—or 10,000?

Prizes totalling three guineas—to be awarded at the editor's discretion—are offered for the best extract (limit 100 words) from a NALGO report for any year before 1905 or after 1962. The year must be stated.

Entries must give name, address, and branch, and must reach Public Service, NALGO House, Harewood Row, London, N.W.1, by August 31. Results will be announced in the October issue. The editor's decision is final.

Most of the competition entries would, doubtless, have met the same fate—and many of them would have deserved it. It was a small field, and most of the runners lacked wit or point.

### Token prizes

The general standard was so low that only token prizes of half-a-guinea each have been awarded to the following two entries:

All eyes were focused on the rostrum as Miss G. O'Diva, Coventry, an impressive figure in Grecian style gown fastened over the left shoulder with a silver clasp, made her impassioned plea for the adoption of the strike weapon. "The strike weapon is essential, not merely to future progress, but to our very survival as a trade union. I beg you," she added, deftly unfastening the clasp at her shoulder, "not to send your delegates naked into the conference chamber."

E. HALL (Clacton and district)

A delegate from the Mid-chester borough branch put forward a demand to Conference for the reformation of the Food and Drugs Act. He backed his demand by consuming a piece of contaminated sausage roll, which had been passed as fit for consumption by a Magistrates' Court. Many delegates attended the funeral at Woodlands Cemetery on the last day of Conference.

MARK RATCLIFFE (Gillingham)



## Northumberland exhibition

Sir James Bowman, former chairman of the national coal board, contrasted his own early struggles as a pit lad with the variety of opportunities today for young people leaving school when he opened the Northumberland County Trades and Careers exhibition on May 27.

NALGO co-operated with five local authorities—Morpeth borough, and Morpeth, Bedlington, Newbiggin, and Ashington district councils in devising and looking after the local government stand. Members also volunteered to take charge of displays showing the work of various council departments. These were up against some stiff competition from such counter-attractions as careers in coal mining, engineering, agriculture, and the civil service.

The exhibition was held in Ashington Technical

College, which allowed exhibitors to make use of its laboratories, workshops, and grounds.

Heading the enthusiastic band of NALGO volunteers who worked on the exhibition was J. W. Hanley, vice-chairman of the district public relations committee, and chairman of the exhibition publicity sub-committee.

The picture shows Sir James Bowman second from right. Others, from left to right, are R. W. Jones (district officer), J. J. Neale (chairman, North Eastern district public relations committee), R. Veitch (district public relations officer), Ted Varley (chairman, national public relations committee), and Councillor L. Lavelle (chairman, Ashington U.D.C.). On Sir James' immediate left is J. W. Hanley, secretary and P.R.O., Ashington and district branch.

## AT RANDOM

### Odd ad

"Timberman required for snoring, deep excavations. Apply to clerk of works."

### As others see us

"In the absence of information, the ratepayer usually has a vague idea that rates are a public punishment, like rain on Bank Holidays, and that the money is shared between the mayor and the town clerk."—South London Press.

### Card trick

An American reader asked her librarian: "Will you look up my card and see if I've read this book?"

### Irresistible

In Birmingham, a student nurse reporting for duty was told to remove her make-up. "You're not here to be trained as a film star," said the sister. "A nurse should smell only of pure carbolic soap."

### Offal shame

"No hard feelings," said the deputy. "The chief acted according to his lights."

### Never come back!

"One-way plan next year at cemetery."—Reading Standard.

### Not known

A form sent to examination candidates asked for details of "father's occupation (whether he is alive or not)."

### Catch question

At one hospital recently, supper consisted of a very small portion of cheese. One patient remarked to the man in the next bed: "Are they trying to cure us—or catch us?"

### Postbag

"Please vaccinate my child against G.C.E."

### Dead end

Councillor Clott: "If members opposite lose their heads they will ultimately lose their seats."

### Ominous

A Hornsey Council pamphlet asking householders to number their houses clearly is headed: "Is Your Number Up?"

## Prize Crossword for members

Compiled by Miss J. E. BAGGOTT, (C.E.G.B. Midlands division)

Two prizes of one guinea each will go to the senders of the first two correct solutions opened. These must reach The Editor, Public Service, NALGO House, Harewood Row, N.W.1, not later than August 21.

Write your name, address, and branch on the coupon in capitals, and send it with your entry in a sealed envelope marked "Crossword No. 6" (3d. stamp). Members only should enter. Winners' names will be published in the September issue.

### No. 6

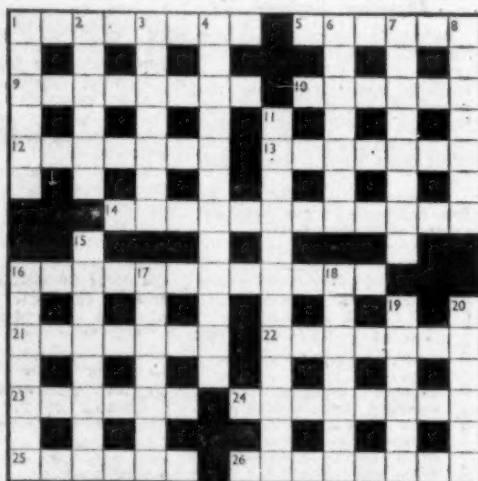
Name.....  
Branch.....  
Address.....

### ACROSS

- Conditional clause of a conditional sentence (8)
- Fits strange maps in the ship (6)
- Could the moon be one? (8)
- Supports the marks that may be made after the short street is constructed (6)
- Parents could supply the surgeon with these! (7)
- Cuts from point to point to hide (7)
- Noisy insects (12)
- Allocate us a cream room with a marble-like appearance (12)
- So-called lion man, perhaps (7)
- There is nothing left when this divides (7)
- Don't you have to go out to earn this? (6)
- Perhaps miss pain by using this! (8)
- A small knob the game turns in the middle (6)
- Let tunes be arranged correctly—they could disturb you (8)

### DOWN

- Assumes post is sorted out (6)
- Bitter-sweet concoction (6)
- From Portugal I can't get a Spanish drink (7)
- Be in hospital deranged—how cheerless (12)
- Get joint protection from two girls (7)
- Does he always arrive at the correct figure? (8)
- There may be only a uniform relationship between them (7)
- Join a venture for giving you young ideas (12)
- Expressed contempt—I'm grade "C" perhaps (8)
- Relating to a prophecy started by one man and finished by another (7)
- Take back a lemon to finish the drink of the ancient Greeks (7)
- According to custom in the United States I go to the Gallery (7)
- Would he never owe money to his tailor? (6)
- No clear run for the sportsman (6)



**Crossword No. 5. An explanation:** The editor regrets that his revision of one of the clues provided by John Royle, the compiler of Crossword No. 5, produced an inaccuracy which confused competitors. The clue was 8 down, and its solution is "Hyacinths"; but the Fitzgerald quotation gives this word in the singular, "Hyacinth." Some competitors used the plural, others used the singular and filled up the space with a question-mark, others ingeniously added a final "e." The editor has decided to accept any of these as correct.

On this basis, prizes of one guinea each go to: Mrs. Marjorie Fiske, Surrey (health), and Mrs. M. H. Farley, Worcestershire.

The solution was: Across: 1. Archers, 5. Weald, 9. Chemistry, 10. Stolic, 11. Nips, 12. Schooled, 15. Make me an offer, 16. Here is the news, 19. Publican, 20. Idea, 23. Cache, 24. Editorial, 25. Reset, 26. Tonight. Down: 1. Ascent, 2. Cheap paper backs, 3. Emit, 4. Site, 5. Was too fond, 6. A woollen wedding, 7. Decode, 8. Hyacinths, 13. Beneficent, 14. Newspaper, 17. Spacer, 18. Ballet, 21. List, 22. Moon.

## 50 years ago

From NALGO's Journal, July and August, 1911

A fearfully and wonderfully ingenious device has been hit upon by the Cleethorpes urban district council to check applications from officials for increases of salary. At the last meeting of the council it was resolved "that, in view of the frequent applications by the officials of the council for increased salaries, it be and is hereby resolved that in future all such applications shall be accompanied by the resignation of the applicant."

### First lady town clerk

Mrs. John Flanagan, has been elected town clerk of Newcastle West, Co. Limerick, in succession to her husband, deceased.

### NALGO wants a DISTRICT OFFICER IN MANCHESTER

The National Executive Council has decided to increase the number of officers in the Manchester office of the North Western and North Wales district. Applications are invited for the post of district officer at a salary on grade APT IV (£1,140-£1,310), proceeding, after seven years' service as a district officer to APT V (£1,310-£1,480).

Applications should be made to the General Secretary not later than by first post on Monday, August 21, 1961. They should be on the official form, a copy of which (and particulars of the appointment) can be obtained on request from NALGO House, Harewood Row, London, N.W.1.

At this stage, applications are invited only from members of the Association and of its staff. The National Executive Council, however, reserves the right to advertise the vacancy publicly if this is thought desirable.

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### SITUATIONS VACANT

OPPORTUNITY occurs for retired gentleman with general office ability as assistant to manager of local building society, 10 a.m.-4 p.m. Monday-Friday, 3 weeks' paid holiday. Write, stating qualifications and salary required to Box 873.

### COURSES

THE UNIVERSITY OF LEEDS  
Residential Courses for hospital administrators are to be held in the University.  
Course 16 from 27th November to 15th December, 1961 (closing date for applications 1st September, 1961).  
Course 17 from 22nd January to 2nd February, 1962 (1st November, 1961).  
Course 18 from 5th March to 23rd March, 1962 (1st December, 1961).  
Details may be obtained from: The Director, Scheme in Hospital Administration, Department of Adult Education, The University, Leeds, 2.

### CLERICAL DIVISION EXAMINATION

The next Clerical Division examination will be held on 4th and 5th December, 1961.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than 1st September, 1961. Late entries will not be accepted. Entry fee three guineas.

Copies of the Regulations and Syllabus may be obtained from the Secretary, price 9d. post free.

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## Milestones

## Farewell gift—£200 to B. and O.

A most remarkable and generous gesture was made by J. K. Hope, clerk of the Durham county council, to mark his retirement in June. He presented the Benevolent and Orphan Fund with a cheque for £200.

Mr. Hope was active in the B. and O. cause for many years, and had launched several successful appeals on its behalf. He described the Fund as "a cause close to my heart."

He was president of the Durham county branch, a post he had held since 1937. In recognition of his services, the branch presented him with a silver cigarette casket, and tributes were paid to him by R. Whittaker, branch chairman; F. Bainbridge, district committee chairman; and J. D. Williamson, district officer.

Good wishes go also to the following members who retired recently:

Clifford Holt, J.P., of the Oldham borough treasurer's department. He joined NALGO in 1910, and has been a member of the branch executive since 1918, was vice-chairman in 1935-39, and honorary secretary since 1939. Mr. Holt served on the North Western and North Wales district committee, and on its finance and general purposes and local government service conditions sub-committees. He was a member of the North Western Provincial Council.

George Howell, a founder-member of the Kidderminster and district branch. Mr. Howell has been with the Kidderminster authority for 45 years. During that time, he has been branch honorary secretary, treasurer, and president, and chairman of the executive committee. He has also been on the West Midland district committee.

G. A. North, chief public health inspector at Kidderminster, where he has worked since 1920. He was a founder-member of the branch, and has served as its secretary and treasurer.

William Rowlands, J.P., chief financial officer of Rhyl U.D.C. Mr. Rowlands served on the N.E.C. from 1943 to 1953. He was a founder-member of the North Wales Provincial Council in 1953, and has been its staff side chairman ever since, and chairman of the full council alternately with employers' side members. He has also been a member of the National Joint Council.

## OBITUARY

We report with regret the deaths of:

Robert A. Adams, for many years secretary of the Edinburgh branch. He was also, at one time, chairman of the Scottish district committee. He served on the N.E.C. from 1939 to 1949.

N. G. Cannon, at the early age of 45. He was a keen NALGO member, and served on the executive committee of the Sussex county gas branch.

Arthur J. Higby, deputy treasurer of Rickmansworth U.D.C., where he had served throughout the 46 years of his working life. He was to have retired in September. Mr. Higby, a founder-member of the branch, had been its treasurer, and was its president in 1952-53 and 1953-54.

T. Desmond Jones, of the superintendent registrar's department at Carmarthen. He was only 36. Mr. Jones was branch president in 1956, the youngest person to achieve this office. He had served on the branch executive, and was greatly interested in the B. and O. Fund.

H. G. Kilby, deputy chief accountant to the Mid-Wessex Water Company. He was branch chairman in 1949-53. Mr. Kilby had been a member of the Farnborough urban district council, and chairman of the Farnborough football club.

Philip F. Packham, deputy chief public health inspector to Staines U.D.C. Mr. Packham had served his branch successively as social secretary, representative on the local joint committee, president, and public relations officer. He was 41.

## Member tops talent contest

A MEMBER OF NALGO has won first prize in the first of three talent competitions organised by "Reynolds News" and open to all Britain's eleven million trade unionists, and their wives.

He is Dudley R. Andrew, 39-year-old accounts clerk in the Nottingham sub-area of the East Midlands electricity board.

The competition was for a short story and Mr. Andrew's entry was picked out as the best of more than 500 submitted. The judges were Doris Lessing, the novelist, and R. G. Davis-Poynter, general manager of MacGibbon and Key, the publishers, a former St. Pancras councillor and now leader of Crawley U.D.C.

The judges selected 13 other stories for commendation. One of these was by another

NALGO member, Margaret Hamilton, now a clerical assistant in Glasgow education department.

In recognition of the success of these two members, NALGO agreed to double the £25 prize given by "Reynolds" to Mr. Andrew and to award a special prize of £5 to Miss Hamilton. These were announced by the newspaper when it published the results on June 18.

Mr. Andrew received his prizes at a Nottingham Co-operative Society fête on July 1. The "Reynolds News" cheque was handed over by A. S. Shelton, J.P., the society's president; and NALGO's by President Ray Evans.

Mr. Andrew's story, "Plumed God of the Snow," is set in Mexico City—which he has never seen—but is largely autobiographical. The judges described it as "a beautiful story, full of wry tenderness," about a clerk who writes poetry, longs for commendation of it, but finds his wife preoccupied with her family and his best friend too immersed in his own enthusiasms to notice it.

Mr. Andrew joined the electricity service in 1949, working first in London and, since 1950, in Nottingham. He joined NALGO in 1950, and was a member of Nottingham electricity branch executive from 1956 to 1958.

"I have been writing since I was twelve," he told us, "and am now working on a novel. I have always written for myself, but have had some work published—including a dozen poems in 'Poetry in Nottingham,' organ of the Nottingham Poetry Society, and articles in 'Enquiry' and 'Texas Quarterly.'"

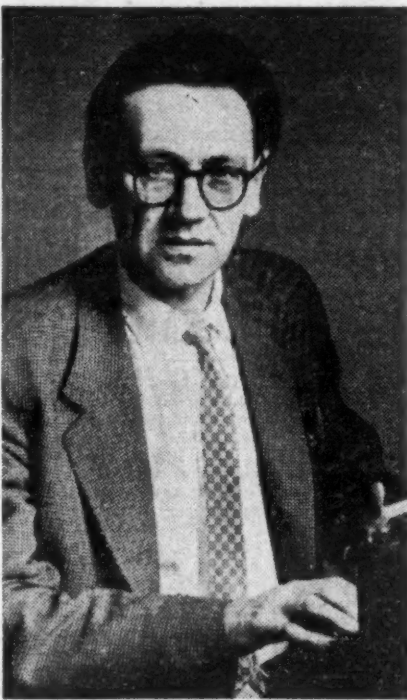
### She was our "Tobias"

Margaret Hamilton was formerly a member of Glasgow branch executive, convener of its women's sub-committee, assistant editor of its branch magazine, and a member of the Scottish district committee and its women's and public relations sub-committees.

She has written several novels—one published—many newspaper articles and a number of short stories, some of which have been broadcast.

She is well known to readers of "Local Government Service," the predecessor of "Public Service," as author, between 1946 and 1949, of a regular series of humorous articles under the pen-name of "Tobias."

"Reynolds" had eight stories from NALGO members and two from members' wives. For later sections of the competition it received four TV plays and one trade union song from members.



## They put pressure on the politicians

THE WORK of pressure groups of all kinds is a leading and increasingly significant feature of democratic systems. Those who look for clear-cut answers to all problems within the bounds of one or other party can both oversimplify the motive force of many political concepts, and under-estimate the influence of the multiplicity of interest groups seeking to direct the course of events.

Yet to trace every current to its source, and to attach the proper force to each, are complicated and seemingly insuperable tasks. Consequently, we rely upon a minimum of broad groupings for the purpose of party political organisation, in order to keep the machine of government working. We leave it to the pressure groups to make what impact they can on the system.

### Many motives

For the most part, we are content to acknowledge these forces without analysing them. We know that they are at work and are prompted by many and various motivations—professional, vocational, humanitarian, sectarian, expansionist, restrictionist, preservative, acquisitive, and so on. Many of us participate in the work of one or more of them, sometimes on the receiving end. But it is only rarely that we stop to classify them, or fit them into a broad general picture.

### Indefatigable

There are, however, interested observers of our affairs from outside. One of these, Dr. Allen M. Potter, has written a detailed work on the subject, *Organised Groups in British National Politics* (Faber and Faber, 42s.). He has been indefatigable in assembling facts, references and quotations, and has conveyed the

impression of an almost inexhaustible number of groups, both permanent and shifting, working through press, Parliament, and every medium of public relations to put over the causes they serve.

### Too much detail

This is the main fault of the book. Its theme is over-decked with detail, and firm conclusions have to be sought with a patience which is frustrated by the rather heavy diction used by the author. It is not quite a narrative, nor yet a work of reference.

But it has some new and interesting things to say, and, if it does nothing else, it makes one look forward to the day when a practising pressuriser, as distinct from an observing academic, bends his energies to writing a lucid and definitive book on this fascinating subject.

G. A. D.

## TV PRESENT FOR 32 YEARS' SERVICE

Thirty-two years as a branch secretary—a record in the East Midlands district. This is the achievement of L. W. Marriott, who has just retired from an unbroken run as secretary of Kettering and district branch—jointly from 1929 and on his own from 1945.

Mr. Marriott was presented with a television and wireless set by his colleagues. Many who had joined Kettering's staff with Mr. Marriott in 1913 were there to see it handed over by Tom Belton, then still NALGO's President.

## BOOKMARK BENEFIT

A forgetful reader, with an expensive taste in book marks, has been an unknowing donor to the B. and O. Fund.

When a five-pound note was found inside a Sunderland library book, it was handed to the police for safe keeping. No one claimed it, so the finder, who wished to remain anonymous, suggested that it should be given to charity.

The director of Sunderland's public libraries sent it on to the branch, as a contribution to the B. and O. Fund.

Another unexpected windfall came in a recent legacy from a chief public health inspector. He left £300 to the Fund "in recognition of the pleasure and benefit my wife and I have received during our several visits to Cyprus Lodge," NALGO's convalescent home at Lytham St. Annes.

## 100 will go to N.E. school

More than a hundred people are expected at this year's weekend school organised by the North Eastern district. It will be held at Beadnell, Northumberland, on September 30 and October 1.

John Sutcliffe (public relations officer of Middlesex county council) will lecture on "The place of public relations in furthering the Association's policies"; A. E. Fitton (N.E.C.) and J. C. Hamilton (chief organisation officer) on "Branch management"; and Mr. J. L. Williams (general secretary of the Society of Civil Servants and chairman of the Civil Service National Whitley Council) on "Trends in trade union salary negotiations."

The school will be opened and closed by the President, R. Evans.

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## BIRTHDAY HONOURS FOR 14 MEMBERS

### Branch president gets C.B.E.

A BRANCH president, an officer who administered the Devon flood relief fund, and a lieutenant-commander in the Sea Cadet Corps, are amongst the 12 members and two retired members of NALGO included in this year's birthday honours list.

The branch president is G. C. Godber, clerk to the Shropshire county council, and president of the Shropshire branch. He was awarded the C.B.E.

J. E. Flood, a Devon branch member, received the M.B.E. for his services in the admini-

stration of the Devon flood relief fund.

And Lieutenant-Commander E. H. Barling, R.N.R., retired member of the Hull group gas branch, also received the M.B.E.

The complete list is given below, and *Public Service* congratulates all those honoured.

#### C.B.E.

G. C. Godber, clerk, Shropshire county council, and chairman of the Society of Clerks of the Peace.

S. Mehew, O.B.E., county surveyor, Derbyshire.

G. W. H. Townsend, county medical officer and chief welfare officer, Buckinghamshire.

#### O.B.E.

K. H. Brill, children's officer, Devon.

#### M.B.E.

A. J. Brawn, divisional estate officer, headquarters, British Transport Commission.

J. Dill, honorary secretary, Adwick-le-Street savings committee. (Retired member, Doncaster branch.)

E. H. Barling, lieutenant-commander (S.C.) R.N.R. (Retired member, Hull group gas branch.)

J. E. Flood, chief clerk, Devon county council.

H. L. Gibbons, assistant county civil defence controller designate, Durham.

Miss E. G. Gurney, health visitor, Surrey county council.

S. T. Osborn, youth employment officer, Kent education committee.

#### B.E.M.

H. S. Andrews, foreman, South-end-on-Sea parks department.

F. Osborne, warden, Bury lads' club.

A. Sayles, superintendent gardener, Dyffryn gardens, Glamorgan county council.

## Children's officer gets legal aid

Widespread public interest has been aroused in the case of the Bath children's officer who is alleged to have acted improperly in removing a child from his foster parents. The allegation was made in a pamphlet circulated by two Bath city councillors in 1959.

The officer, E. C. Tadd, instituted proceedings in defamation. He is a member of NALGO, and the Association supported him.

The case, which opened in the High Court early this month (July), is probably the heaviest ever undertaken by NALGO's legal department. It was still in progress when we went to press. Costs may well run into thousands of pounds.

Mr. Helenus Milmo, Q.C., generally reckoned to be the leader of the defamation bar, appeared on Mr. Tadd's behalf.



## Nice bit of recruiting

Scotland and Wales have produced a winner each in the latest round of our "prettiest recruits" competition. They are Freda Swanney (left), winner of the April contest, and Janet Dinham (right), who topped the poll in May.

Freda is 18, and lives in Errol, near Perth. She works for the Hydro Electric Board as a machine-operator. Her hobbies are badminton and tennis, and she is a keen supporter of her local cricket club.

Janet, at 15, must surely be one of the youngest members to win the contest. She is a junior clerk in the welfare department at Newport, Monmouthshire. She, too, is an open-air girl, with swimming and walking among her hobbies.



## A present to PR—from Malcolm Muggeridge

WHEN Malcolm Muggeridge went down to Hastings recently it was as question master for the finals of the "Top School" civic quiz organised by the Hastings and district joint committee of branches. When he came away, it was as the first "patron" of the quiz.

Mr. Muggeridge was so impressed by this method of interesting young people in civics that he asked if he could make a donation towards the expenses of running it.

"It is essential," he said, "that young people be taught as much as possible about how they are governed."

#### Delighted

The branch had already decided to open a patrons scheme for this purpose—so it accepted his offer with delight, told the audience about it, and appealed for more.

And the appeal was successful.

"The response so far has been most encouraging," reports George Coleman, secretary of the joint committee. "Half-a-guinea or a

pound are the most usual amounts being sent in."

The audience of 1,100—the biggest ever at a civics quiz—saw Mr. Muggeridge present the Hastings grammar school team with the W. H. Brignall trophy, and the runners-up, Willington county secondary school, Eastbourne, with a cup given by the Hastings area hospital branch. They also heard the Mayor of Hastings, Alderman C. Barfoot, praise NALGO's enterprise in arranging the contest.

In the eight rounds, questions were asked on health, gas, and electricity services as well as on local government.

## BUILDING SOCIETY RATES UP

The Leek and Moorlands Building Society has increased investment and mortgage interest rates.

From July 1, 1961, investors will receive 3½ per cent (shareholders) and 3¼ per cent (depositors).

Existing borrowers who are paying 5½ per cent will pay 6 per cent from October 1 to December 31, 1961, and 6½ per cent after that.

New borrowers will pay 6½ per cent from July 1—that is, one-quarter per cent less than the rate recommended by the Building Societies Association to its members.

## Hants helps refugees

Hants county branch, twelve months after World Refugee Year, is still helping those in need.

Peter Gavrilovic is the first of three refugee children to be sponsored by the branch. They will live at Donnington Hall, Derby, as part of the Ockenden Venture.

The idea came from the treasurer's department, and was enthusiastically supported by the executive committee. Within a few days, an appeal committee was set up under the chairmanship of Miss Amicia Carroll, county children's officer, and, three weeks later, more than £500 had been raised.

"Juniors and senior officers alike have been exceedingly generous," says branch PRO, D. A. J. Perry.

£2,740 has been collected.



## On the record

Nine days after Conference, the first branch was listening to the special tape-recording of the strike debate. Three weeks later the general Conference tapes, which this year included excerpts from pre-Conference meetings for each major service, were travelling the country. Here, in the control room at Blackpool, is Stan Hirdle, *Public Service* production assistant, recording the whole of Conference. In the background is Marion Thomas, an editorial assistant, who is timing every speaker.

## COST OF LIVING

The cost of living index on May 16 (taking January, 1956, as 100) stood at 113.6, compared with 113.3 on April 18. On the old basis (taking January, 1947, as 100) the figure is 174.

The rise was largely because of the higher prices of tomatoes, potatoes, and bacon; but these were partly offset by seasonal reductions in the prices of household coal and coke.

The index figure for June was not available when we went to press.

## STOP PRESS

July 13, NALGO members won two of the nine awards made by the Ministry of Housing and Local Government for good design in housing. Members were David Percival, Norwich city architect, and John West, chief architect, Cwmbran development corporation.

## Saving for everybody

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### National Savings Certificates

The 10th Issue is a more attractive investment than ever, because you can now buy up to 1,200 units (£900 worth) instead of 1,000 units (£750 worth). Each 15/- unit you hold becomes £1 in only seven years. Thus, if you buy the full amount, you will make a profit of £300 over the seven year period, equal to nearly 4½ per cent interest per annum. This interest is free of U.K. income tax and surtax, and so equivalent to nearly 6½ per cent taxable at the standard rate of 7/9.

### Post Office and Trustee Savings Banks

Both husband and wife can each enjoy £15 interest free of U.K. income tax (though not surtax) each year on their Savings Bank deposit accounts. You may deposit up to £5,000, with no restriction up to this maximum on the amount invested in any one year.

### Defence Bonds

Defence Bonds yield 5 per cent interest, and are repayable after seven years at the rate of £103 for every £100 invested—a 3 per cent bonus free of U.K. income tax. Over the full period your annual interest is worth £5.12.6 per cent gross if you pay tax at the standard rate of 7/9. New 5 per cent Defence Bonds are on sale in £5 units. You can now hold £5,000 worth, exclusive of holdings of earlier issues.

### Premium Savings Bonds

Thousands of prizes, free of U.K. income tax and surtax, can be won each month. There are more small prizes and additional top prizes of £5,000 each. Premium Savings Bonds now go into the monthly draw three months after purchase, and the maximum permitted holding is raised from 500 to 800. You can't lose your investment—your money will be refunded whenever you want it. Bonds cost £1 each at Post Offices, Banks and Trustee Savings Banks.

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